

CAUT/ACPU BULLETIN



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Council reaches university financing policy consensus

A sense of urgency and a spirit of cooperation were dominant forces behind the CAUT Council reaching a consensus on a new policy with respect to future funding of universities.

Meeting in Ottawa on Sept. 14-15, the policy proposals, brought forward by the Executive Committee, came about as a result of previous Council debates on the subject as well as consultative meetings held with provincial faculty associations during the summer months.

Council was made aware of the urgent need for university academic staff to reach a consensus on this important matter. The federal government plans to announce its proposals on the constitution this fall and has already given indication of its intention to abandon its role in the funding of post-secondary education in Canada.

Central to the policy approved by Council is the position that the financing of post-secondary education must be a shared responsibility of the federal government and the provinces and that it should be enshrined as such in the constitution. It also states that any constitutional amendments with respect to shared responsibility should take into account the extraordinary cultural responsibilities of any province or of the aboriginal nations.

Consensus was reached that CAUT should propose a range of options that would be acceptable to the university community. These

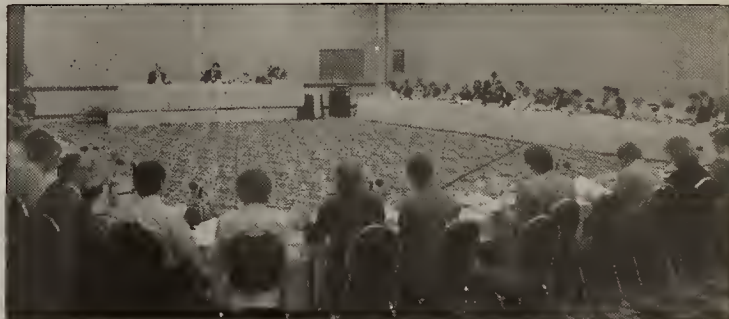
options include a reformed fiscal transfer program, cost-sharing arrangements similar to the pre-1977 matching grants scheme that take into account smaller universities and the continuation of federally-financed programs supporting student aid and research and federally-financed institutions such as Statistics Canada, the National Library and national museums.

This new policy on university funding, along with existing CAUT policies on student aid and the funding of research, will be used by CAUT in its lobbying efforts over the next several months as the constitutional debate continues. A complete text of the approved policy can be found in this issue of the *Bulletin*.

PSAC STRIKE

In addition to the major debate on university funding, Council adopted a motion condemning the federal government for its behaviour leading to the PSAC strike. It noted that Canada has a rate of inflation of 5 to 6 per cent and that a public sector wage freeze imposed an economic burden on public sector employees equivalent to a tax increase related to the inflation rate. The motion called on the federal government to return to the bargaining table with its own employees and to give its negotiators a mandate to negotiate in good faith over all outstanding issues.

The motion was sent to PSAC, continued on page 10



CAUT Council in session at the Westin Hotel, Ottawa.
Le Conseil de l'ACPU en assemblée à l'Hôtel Westin à Ottawa

Le Conseil obtient un consensus sur la politique en matière de financement des universités

Les forces dominantes qui ont amené le Conseil de l'ACPU à obtenir un consensus sur la nouvelle politique en matière de financement des universités ont été l'urgence de la question et un esprit de collaboration.

Le Comité de direction a soumis aux délégués du Conseil, réunis à Ottawa les 14 et 15 septembre derniers, le projet de politique qui a pris forme à la suite de débats antérieurs du Conseil sur la question et de rencontres de consultation avec des associations provinciales de professeurs au cours de l'été.

On a fait comprendre aux délégués du Conseil qu'il était urgent que le corps universitaire s'entende sur cette importante question. Le gouvernement fédéral prévoit annoncer ces propositions constitutionnelles cet automne et a déjà laissé entendre qu'il avait

l'intention d'abandonner son rôle dans le financement de l'enseignement postsecondaire au Canada.

Le pivot de la politique approuvée par le Conseil est que le financement de l'enseignement postsecondaire doit être une responsabilité partagée du gouvernement fédéral et des provinces et qu'elle devrait être enchâssée dans la constitution. Il est également stipulé dans la politique que toute modification constitutionnelle relative à une responsabilité partagée devrait tenir compte des extraordinaires responsabilités culturelles d'une province ou des nations autochtones.

Les délégués se sont entendus pour que l'ACPU propose une gamme d'options acceptables à la collectivité universitaire, entre autres une réforme du programme de transfert fiscal, des ententes de

partage des coûts semblables à celles qui prévalaient avant la création des subventions de contrepartie de 1977 et qui tiennent compte des petites universités. On propose également le maintien des programmes de soutien aux étudiants et à la recherche financés par le fédéral et d'institutions subventionnées par le fédéral comme Statistique Canada, la Bibliothèque nationale et les musées nationaux.

Au cours des prochains mois, tandis que le débat constitutionnel se poursuit, l'ACPU utilisera cette nouvelle politique sur le financement universitaire ainsi que ses politiques existantes sur l'aide aux étudiants et le soutien de la recherche pour exercer des pressions. On retrouve le texte intégral de la politique approuvée dans le présent numéro.

suite à la page 11

Norma Mickelson first recipient of Sarah Shorten Award



Dr. Norma Mickelson

Dr. Norma Mickelson of the University of Victoria is the first recipient of the CAUT Sarah Shorten Award. Dr. Mickelson received the award at a banquet held in her honour prior to the September meeting of the CAUT Council.

The Sarah Shorten Award was created to honour the memory of Professor Sarah J. Shorten. It will be awarded annually to deserving individuals in recognition of outstanding contributions made to the advancement of the status of women in Canadian universities.

In her acceptance speech, Dr. Mickelson commented that her nomination for this award by her colleagues had come as a complete surprise to her. She graciously accepted the award, noting the contribution made by many other women within the academic community.

Among her list of accomplishments, Dr. Mickelson was the first woman in Canada to become a dean when appointed Dean of Education at the University of Victoria in 1975. She is currently the university's first equity issues officer and played a major role in the creation of the university's equity policy. Dr. Mickelson is also currently advisor to the vice-president on women's academic affairs. She was the president of the faculty association during 1989-90.

continued on page 8 with translation and additional story

Augustana Faculty Association joins CAUT

CAUT Council, at its meeting in September, approved membership of the Augustana University College Faculty Association to CAUT.

Augustana University College, which changed its name from Camrose Lutheran University College on Sept. 1, is located in

Camrose Alberta. A degree-granting college, the faculty association currently has 50 members.

Council delegates welcomed Paul Harland of Augustana to the table following the successful vote.

L'association des professeurs du collège Augustana adhère à l'ACPU

Lors de son assemblée de septembre, le Conseil de l'ACPU a approuvé l'adhésion de l'association des professeurs du collège universitaire Augustana.

Le collège universitaire, qui portait avant le 1er septembre le nom de Camrose Lutheran

University College, est situé à Camrose en Alberta. Il confère des grades universitaires et son association de professeurs compte 50 membres.

Après le vote d'acceptation, les délégués du Conseil ont invité Paul Harland, du collège Augustana, à se joindre à eux.

Nouvelles brèves du Québec
(Page 5)

Governance studied
(Page 7)

Reform Party Speaks
(Page 9)

Minister responds to GST query

Since the goods and services tax legislation was first introduced in Parliament, CAUT has been asking for clarification of the application of the GST to research. This letter from the former Minister of Finance was finally received in response to requests to him for such information. Although the letter does not provide much detail, it indicates the government's general approach to this question in the case of research conducted within universities.

Thank you for your representations regarding the Goods and Services Tax (GST) as it applies to university education and research. I also received correspondence from other members of the Canadian Association of University Teachers. As well, your concerns have been brought to my attention by my colleague, the Honourable William Winegard, Minister for Science. I regret the lengthy delay in replying.

At the outset, I would explain that the former federal sales tax, which the GST replaced on January 1, 1991, was imposed at multiple rates on only one-third of all goods and services consumed in Canada. In contrast, the GST applies at a lower uniform rate and to most goods and services. Consequently, sectors across the economy are treated more equitably.

Consistent with the principle of a broad-based tax, the GST applies to commercial research and development services provided by separate corporate entities established

by universities. However, research and development activities supplied from within the regular university structure are tax-exempt. Universities, as registered charities, are not required to collect the GST on the majority of the services they provide.

Like all businesses which charge the GST, university research companies are entitled to recover the GST paid on their business inputs, that is, the goods and services required to conduct their taxable activities. Only the difference between the total GST charged on sales and the total GST paid on business inputs, is remitted to the federal government. Moreover, when GST on purchases exceeds GST charged, the difference is refunded. Such a situation could occur as a result of a large capital purchase.

This approach is a substantial improvement over the previous system, which hid federal sales tax in the price of inputs and thus added to your costs. Given the lead time between investments in research and development, on the one hand, and sales of new products, on the other, the approach outlined above is especially beneficial for research and development companies.

No GST applies when universities that are registered charities sell, lease or otherwise make available to a third party the results of their research; for example, a patent or other intellectual property. However, the sale of a prototype good is taxable.

Normally, there is no recovery of the GST on inputs

purchased for use in exempt supplies. Nevertheless, universities recover a rebate of 67 per cent to ensure that the GST does not impose a greater burden on these institutions than the previous system.

The GST entails some adjustments for universities, particularly when they are also involved in taxable activities. For this reason, the government introduced a quick method of accounting to help universities keep track of the GST paid and of the applicable rebates. This accounting method will facilitate the application of the tax.

Regarding your Association's concerns about foreign publishers and GST registration, if a non-resident publisher making sales of prescribed goods in Canada does not apply to be registered, the publications would be treated like any other import. That is, the tax would be imposed on the publications at the time of importation. From both the publisher's and subscriber's perspective, the preferred treatment would appear to result where the publisher registers for purposes of the GST. In doing so, the foreign publisher is able to recover any GST paid on their business inputs.

Again, thank you for contacting me. I trust my comments are helpful and that you will circulate them among the other members of your association.

Michael H. Wilson
Minister of Finance

Discrimination: a question of age

Discrimination is discrimination and to waffle in one area only encourages some people to waffle in other areas of discrimination.

In his letter Stephen Cunnane appears to be arguing that if you don't allow age discrimination, i.e. force people to retire at age 65, then young people seeking jobs will be discriminated against. However before people started to set arbitrary retirement ages the problem didn't occur. It used to be that when people died, they were replaced. One could argue that historically the forced retirement rule has in fact given a special benefit to the young.

If the objective of age discrimination is to ensure job opportunities for young people, a simple solution would be to limit anyone's employment to say 25 years at any one University. This would mean a person who was appointed at age 30 would be out at age 55 and a person whose academic career didn't start until they were fifty would be able to continue until age 75. Of course if there was no age discrimination both the 55- and 75-year-old could reapply and anyone else, young or old, could apply.

E. Allan Eagle
Ryerson Polytechnical Institute

A better way?

I am writing to comment on Robert Matheson's column (April 1991) on the Royal Society of Canada's report on the funding of university research. Mr. Matheson's article correctly notes that the report contains 23 recommendations, some of which call for dramatic increases in funding to research in science and engineering, medicine, social sciences and humanities.

What Mr. Matheson's account failed to report were the RSC's companion recommendations which proposed that an "international level" of research support be provided to only the top 30% of those eligible to apply for funding. Further, a block grant would be provided to each university to fund the research of the next 20% of those eligible to apply. Thus, under the RSC's plan one-half of the university faculty in Canada on average would be ineligible for funding from the major granting agencies.

There are many faculty members in Canada who continue to remain active in research and support graduate students on very modest research grants; they would no longer continue to hold such grants under this proposal. The net pooling of the funds from 10 to 15 modest research grants will provide one individual with an international calibre research grant. Under the RSC proposal, will better research be done for the money spent and will more students be educated and trained to meet the growing manpower demands of the 21st century? The crucial issues that struck me in my reading of the RSC report were missing from Mr. Matheson's review.

Brian E. McCarry
McMaster University

"Shrill voices" challenged

The coldest breeze sweeping academe these days is, without any doubt, that accompanying the shrill voices of feminists. They, indeed, are permitted to vilify and threaten men — and non-feminist women — with impunity. I suspect I have already been stigmatized by feminists for pointing out the obvious. Little wonder they find the academic climate "chilly", when they are not prepared to defend their

imbalanced views in any way but stigmatizing and censoring their opponents.

I have before me a letter by Linda Briskin (Sociology, York) which was reprinted in the ULFA Newsletter last term. In it, Sheila MacIntyre (Law, Queen's) is approvingly quoted as identifying "anti-feminism" as a form of sexual harassment; and she suggests it should not be tolerated within academe. Sexual harassment? Who, may I ask, is poisoning whose well — and atmosphere — now? The suggested suppression of the fundamental right of free expression, coming from a law professor of all people, chills me, for one, to the bone.

Finally, it bears noting that the climate within academe is not always warm for men, either. Feminists typically ignore or misunderstand the experience of men, who have been facing most of the same kinds of "graffiti, unsigned nasty letters, sick pranks, and even vandalism" that women now are. This is partly because men are socialized to deal with their own problems and not complain, whereas women are encouraged to voice their discontents. Until more attention is paid to men's experiences, and more balanced comparisons are made with women's, conclusions about "systemic discrimination" which more negatively affects women are premature.

Grant A. Brown
University of Lethbridge

Condolences offered

It was with great regret that I learnt of the death of Sarah Shorten. Can I, on behalf of AUT, offer our condolences to you and to her family. I remember Sarah vividly from our international gatherings and was always so impressed by the enormous energy she put into CAUT work. It was a privilege to know her both as a trade unionist and a feminist. She seemed always to give so much and to bring such a sense of flair and fun to everything she did.

I am sure she will be sorely missed.

Diana Warwick
General Secretary
Association of University Teachers
England

Minority Study

I am pleased to forward for publication in the CAUT Bulletin, a copy of the results of the recent research study undertaken by the Office of Race Relations at the University of Windsor entitled "An Attitudinal Study of Visible Minority Students at the University of Windsor".

The uniqueness of the study is that for the first time in the Canadian university system, an analysis has been done comparing the experiences of Canadian born and landed immigrant racial minority students with their counter parts from other countries who are here on student visas.

Given an increased awareness of racism on university campuses, this study can play a valuable educational role by increasing knowledge about the problem, as well as providing universities with a frame of reference for their own research studies on this important subject.

Editor's Note: Readers interested in obtaining more information should contact:

Dr. Subhas Ramcharan
Ombudsperson and Race Relations Officer
University of Windsor
401 Sunset, Windsor, Ontario N9B 3P4
(519) 253-4232

Letter offends

The September 1991 issue contains a letter from D. Rowlands in which the writer contends that MUNFA's commitment to affirmative action is diluted by its participation in a sexual harassment policy which he perceives to be overly narrow. He goes on further to impugn the motives and good faith of our Executive.

Mr. Rowlands' complaint arises from an interpersonal dispute, which has now been resolved at MUNFA's initiative. Neither affirmative action nor sexual harassment were found to be a substantive part of the issue or its settlement. It is unfortunate that Mr. Rowlands chose to air his perception of the issue in the national publication, before an audience which lacks the knowledge to assess his views.

Further, we would suggest that such letters, focusing on purely personal and local disputes, have no place in the *Bulletin*, and that the CAUT Executive should review applicable editorial policy.

Sincerely,
Mark W. Graesser
President, MUNFA

Comments? Questions?

The editor invites letters, articles, and suggestions from readers. Letters of more than 300 words will be edited for reasons of space. Write, telephone or fax:

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Decreased gov't support promises disaster

The federal government is gradually withdrawing from support for post-secondary education in Canada. It is systematically cutting the cash that it transfers to the provinces for operating funds for the universities.

This has had dramatic impact on academics. Citing decreased federal support, governments in Newfoundland, Nova Scotia and New Brunswick have imposed wage freezes. The Ontario government is proposing to claw back some of the funds that it gave to its universities this year, is suggesting that the increase to the system will be 2 per cent per year for the next several years, and is introducing the NDP version of a wage freeze, asking the sector to show restraint in collective bargaining. Management is urged to offer and staff urged to accept benefits that are cost-free.

The problems are being solved by asking academic staff to accept a decreased standard of living, and to subsidize the education systems of Canada — just as the public servants of the federal government are being told that they must subsidize the services they deliver to the public.

One can almost feel sorry for the governments of Canada. Under pressure from the public to increase accessibility to post-secondary

education, they responded by vastly expanding the university system. The student body greatly increased in numbers, especially women, natives, visible minorities, and the children of working class and immigrant groups.

In cooperation with the governments, universities met the challenge. New institutions were created, physical plants improved, numbers of academic staff increased, and programmes were expanded, not only to meet demands of undergraduates, but to include graduate programmes that would produce in Canada the needed university teachers, and — what came increasingly to be seen by governments as also important — researchers.

The very success of the governments in meeting the demand for accessible post-secondary education created expectations that they had increased difficulty in funding.

At first the problems were solved by over-enrolments and by permitting the physical plant to run down. Students and academic staff were asked to subsidize the system by, on the one hand, accepting an inferior education, and, on the other hand, accepting poorer conditions of work. Now we have wage freezes.

These wage freezes have a direct impact on the pocketbooks of academic staff. We will be poorer now, and poorer in the future, since lower salaries now imply lower pensions later on.

The impact on universities can only be disastrous. Morale of present staff will be further reduced: why should I work hard to do a good job if my employer insists that I subsidize those who are benefiting from it, the business sector, for example?

But the greater impact is in the longer run. Academic staff must be replaced. If the salaries that can be offered have been restrained by governments, universities will be unable to attract the best and the brightest to train the next generation of Canadians.

Why should a bright young undergraduate computer scientist go on to graduate work, and postdoctoral work, both at poverty-level wages, and five years of insecurity searching for tenure, again at low salary, when she can already enter the private sector and earn a starting salary greater than the salary now earned by her distinguished professor?

At its recent Council meeting, CAUT dealt with these issues. It recognized that if we are to compete with universities in the

Common Market and in other federal systems such as those of the United States, Germany and Australia, then a continued presence of the federal government is essential: a fragmentation of our present national system into 10 wholly independent systems would be disastrous.

CAUT proposed that the federal role be secured during the coming constitutional discussions by making post-secondary education, as agriculture presently is, a shared responsibility of the federal and provincial governments while also recognizing that separate arrangements may have to be made to meet the special needs of Quebec and of the native peoples.

CAUT Council also proposed mechanisms for sharing the costs between both levels of government. If these were implemented, continued federal involvement in funding the system the country has built up over the last 40 years would be assured.

The real question is whether there is money available for a quality post-secondary education system. Is the present perceived incapacity to fund real?

The government found \$600 million in its budget for the Gulf War and another \$262 million to help bail out a Quebec City

shipyard, MIL-Davie, so that it could finish work on three new frigates for the Canadian navy.

The government will spend \$100 million more this year than last on office space and plans to spend \$358.4 million in implementing the GST.

No government is creating a total spending freeze, nor imposing total austerity. The choices remain as they always have been: political.

If the federal and provincial governments want to maintain as an investment in the future the quality system of post-secondary education that they have created, then they must re-order their spending priorities. This must include lifting the wage freezes on the university sector.

CAUT will continue, along with the provincial associations, and the association in Quebec, to lobby that investment in education is a social good that cannot be neglected.



Editorial by Fred Wilson
CAUT President/President de l'ACPU

En diminuant son soutien, le gouvernement accule les universités au désastre

Graduellement, le gouvernement fédéral est en train de retirer son soutien à l'enseignement postsecondaire au Canada. Il réduit systématiquement les sommes en espèces qu'il transfère aux provinces à titre de crédits de fonctionnement des universités.

Ces mesures ont eu de graves effets sur les universitaires. Le soutien décroissant du fédéral a poussé par exemple les gouvernements de Terre-Neuve, de Nouvelle-Écosse et du Nouveau-Brunswick à geler les salaires. De son côté, le gouvernement de l'Ontario se propose de récupérer certains des crédits qu'il a versés aux universités cette année et laisse entendre que les crédits réservés à l'enseignement postsecondaire ne seront haussés que de 2 p. 100 par année au cours des prochaines années. De plus, il introduit la version néo-démocrate du gel des salaires consistant à demander au milieu universitaire de faire preuve de retenue dans les négociations collectives: il demande au patronat de faire des offres et au personnel d'accepter des avantages qui ne coûtent rien.

On règle ainsi les problèmes en demandant au personnel universitaire de diminuer son niveau de vie et de subventionner les systèmes d'éducation au Canada à l'instar des fonctionnaires fédéraux, à qui l'on dit qu'ils doivent subventionner les services qu'ils fournissent au grand public.

On peut presque plaindre les gouvernements du Canada. En

réaction à la pression qu'exerce sur lui le grand public pour ouvrir davantage les portes des établissements d'enseignement postsecondaire, le fédéral a largement développé le système universitaire. Le nombre des effectifs étudiants s'est grandement accru, en particulier dans le cas des femmes, des minorités visibles, des autochtones, des enfants de la classe ouvrière et des immigrants.

Les universités ont relevé le défi, de concert avec les gouvernements. On a créé de nouveaux établissements d'enseignement, on a amélioré les immeubles et les installations, le personnel universitaire s'est accru. En outre, on a augmenté les programmes, non seulement pour satisfaire aux demandes des étudiants du 1er cycle, mais aussi pour inclure des programmes d'études supérieures qui donneraient au Canada les professeurs d'université dont il a besoin et, surtout les chercheurs, que les gouvernements considèrent de plus en plus comme tout aussi importants.

Le succès des gouvernements à rendre l'enseignement postsecondaire accessible a créé des attentes qu'ils ont eu de plus en plus de difficulté à financer.

On a d'abord réglé les problèmes en acceptant trop d'étudiants et en laissant les immeubles et les installations se détériorer. On a demandé aux étudiants et au corps universitaire de subventionner le système en leur faisant accepter, d'une part, un enseignement de

qualité inférieure et, d'autre part, des conditions de travail médiocres. Nous faisons maintenant face au gel des salaires.

Le gel des salaires touche directement au porte-monnaie des universitaires. Nous serons désormais plus pauvres, et plus loin dans le temps également, car des salaires inférieurs aujourd'hui signifient pour l'avenir des rentes de retraite inférieures.

Les effets sur les universités ne peuvent être que désastreux. Les universitaires actuels se démotiveront encore plus. En effet, pourquoi travaillerait-ils fort pour faire du bon travail si leur employeur insiste pour qu'ils subventionnent ceux qui en profitent, notamment le milieu des affaires?

Toutefois, les plus grandes conséquences seront à long terme. Il faut remplacer des universitaires. Si les salaires que les universités peuvent offrir ont été diminués par les gouvernements, ces derniers ne pourront pas attirer les meilleurs et les plus brillants universitaires pour former la prochaine génération de Canadiens et de Canadiennes.

Pourquoi une jeune et brillante étudiante du 1er cycle en sciences informatiques poursuivrait-elle des travaux de 2e cycle, puis de 3e cycle avec un revenu frisant le seuil de la pauvreté, et enseignerait-elle pendant cinq ans dans l'incertitude d'obtenir ou non la permanence à un salaire médiocre? Qu'est-ce qui la motiverait en effet à poursuivre une carrière universitaire alors

qu'elle pourrait intégrer tout de suite le secteur privé et gagner un salaire de débutante plus élevé que le salaire de ses éminents professeurs?

Lors de la dernière assemblée du Conseil, l'ACPU a discuté de ces questions. Elle a admis que si nous voulons rivaliser avec les universités du Marché commun et d'autres systèmes fédéraux comme celui des États-Unis, de l'Allemagne et de l'Australie, une présence continue du gouvernement fédéral est alors essentielle. Ce serait un désastre que de fragmenter notre système national actuel en 10 systèmes complètement différents.

L'ACPU a proposé que le rôle du fédéral soit garanti lors des prochaines discussions constitutionnelles en confiant aux gouvernements fédéral et provinciaux la responsabilité partagée de l'enseignement postsecondaire, comme c'est présentement le cas pour l'agriculture. L'ACPU a aussi reconnu que des ententes distinctes seront peut-être nécessaires pour satisfaire les besoins particuliers du Québec et des peuples autochtones.

Le Conseil de l'ACPU a également proposé des modes de partage des coûts entre les paliers de gouvernement. Si ces initiatives étaient mises en oeuvre, la participation du gouvernement dans le financement du système universitaire canadien, une participation qui s'est affirmée au cours des quarante dernières

années, serait assurée.

Il faut se demander s'il y a des fonds disponibles pour un système d'enseignement de qualité. Voilà la véritable question à se poser. L'incapacité actuelle à offrir un financement est-elle réelle?

Dans son budget, le gouvernement a trouvé 600 millions de dollars pour la guerre du Golfe et 262 millions de dollars pour renflouer un chantier maritime de Québec, la compagnie MIL-Davie, afin de lui permettre de terminer la construction de trois nouvelles frégates de la marine canadienne.

Cette année le gouvernement consacrera 100 millions de dollars de plus que l'année dernière à l'entretien d'espaces à bureaux et prévoit dépenser 358,4 millions de dollars pour mettre en oeuvre la TPS.

Aucun gouvernement ne crée un gel total des dépenses ni n'impose une austerité totale. Les choix demeurent ce qu'ils ont toujours été, c'est-à-dire politiques.

Si les gouvernements fédéral et provinciaux désirent conserver, comme un investissement dans l'avenir, un système d'enseignement postsecondaire de qualité qu'ils ont créé, ils doivent alors modifier l'ordre de leurs priorités de dépenses. Il doit notamment supprimer le gel des salaires imposé au secteur universitaire.

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Study examines presidents' perceptions

By J. Mark Langdon

University presidents occupy a unique and influential position in our university system. Yet, few systematic studies have attempted to measure the attitudes of these individuals to determine whether presidents in different provinces and at different sized universities possess similar or divergent concerns. Recently, Dr. T.R. Williams and Dr. Martin Schiralli of Queen's University helped fill this void with a paper presented at the 1991 Learned Societies Conference.

Entitled "Canadian University Presidents' Perceptions of Campus Life Issues", the paper was based on the responses of 66 of Canada's 88 university presidents. The presidents responded to some 40 questions: the first 20 asked them to rank areas of concern and the latter 20 asked them whether they thought the concerns had increased or decreased in severity over the last five years. The 20 areas of concern included: alcohol and drug abuse, racial and sexual harassment, date rape, violence, vandalism and theft.

The authors were surprised to find that the most common item of concern was not student misconduct or racial or sexual (ensions, but rather involved academic issues. The most prevalent concern, cited by close to half of all presidents as "strongly characteristic of their institutions" and by over 90 per cent as "at a moderate level or greater" was a perception that there is too much student preoccupation with future careers.

Interestingly, 44 per cent of respondents felt that the lack of student interest in broader intellectual issues had "increased in prevalence over the last five years" while 43 per cent stated that there was no fundamental change in this respect.

A second, related concern which came to the forefront was that 91 per cent of the respondents felt that there is a "lack of student interest in broader, intellectual issues." Only 9 per cent of the presidents described this problem as "not at all or hardly prevalent on their campuses."

The highest ranked non-academic concern was alcohol abuse. Over 83 per cent of the presidents felt it was a behaviour of at least moderate dimensions on their campuses, although almost 17 per cent felt it was not a major problem on

their campuses. A reassuring statistic was that less than one-quarter of respondents felt that there had been an increase in alcohol abuse, while over 40 per cent felt it had declined.

While the article may be criticized for relying too heavily on the perceptions of presidents, as opposed to students or professors, this particular focus provides some helpful, new information on the perceptions of important figures in our university system.

MAJOR FUNDING ANNOUNCEMENT IN B.C.

The government of British Columbia and the federal government recently announced a three-year job training program called the Canada-British Columbia Labour Force Development Agreement.

During the first year of the agreement, the two levels of government will spend a total of \$585 million on various programmes to improve the province's labour force. Of that total, the provincial government will spend \$307 million and the federal government \$278 million on training programmes, while the federal government will also spend more than \$29 million to purchase training provided by B.C. colleges.

In a veiled reference connecting the programme to the Free Trade Agreement and other recent trade developments, federal Minister of Employment and Immigration Bernard Valcourt said that initiatives like this one could help Canada to be more competitive: "We realize that what Canada really needs is an all-out effort to promote a training culture to meet the demands of global competition. I think this agreement represents an important step in that direction."

Peter Dueck, B.C.'s Minister of Advanced Education and Technology added that part of the programme's emphasis on stimulating the private sector's involvement in training and upgrading the skills of their own workers would be helpful on the local level: "More involvement by the private sector will also address the grassroots issue of regional and local labour market needs."

As part of the agreement, changes to the federal Unemployment Insurance Act will be implemented to allow

U.I. recipients to enroll in training programs without losing their benefits.

NEW UNIVERSITY IN BRITISH COLUMBIA

The government of British Columbia will open a new university in September 1993, the University of Northern British Columbia. The university is expected to accommodate 2,000 students, including a substantial number of residents.

So far \$200,000 has been allocated to fund a partnership between U.N.B.C. and the Open Learning Agency. These funds will enable the new agency and U.N.B.C. to combine conventional and distance education techniques for delivery of courses to students in Prince George and other communities in the region. The master development plan for the new university will be released soon.

The University of Northern British Columbia was established in June 1990 and in October 1990, Dr. Geoffrey Weller was appointed president and a campus site selected. In February 1991, the B.C. government approved \$8 million in planning funds for the new university.

ONTARIO ANNOUNCES FUNDING FOR RESEARCH

Recently, Ontario Minister of Colleges and Universities Richard Allen announced that researchers at 11 Ontario universities have received \$2.9 million through the University Research Incentive Fund (U.R.I.F.) to carry out joint research with private-sector companies and associations. In all, 24 projects were funded in areas such as high technology, agriculture, the environment, fisheries, manufacturing and forestry.

Allen noted that two of the benefits of the programme are that "universities and private firms can establish or strengthen their ties through applied research projects while students can learn about and contribute to new knowledge and discoveries in their chosen field." The fund supports projects for up to three years and does not limit funding to any specific field of research or industrial sector.

Le point de vue des recteurs d'après une étude

Par J. Mark Langdon

Les recteurs occupent un poste unique et influent dans notre système universitaire. Pourtant, peu d'études systématiques ont tenté d'évaluer les attitudes de ces personnes dans le but de déterminer si les recteurs œuvrant dans différentes provinces et dans des universités de taille différente ont des préoccupations similaires ou divergentes. Cette lacune vient d'être comblée. En effet, lors du congrès des Sociétés savantes en juin 1991, MM. T.R. Williams et Martin Schiralli de l'Université Queen's ont présenté une communication à ce sujet.

Intitulé «Canadian University Presidents' Perceptions of Campus Life Issues» (le point de vue des recteurs sur les questions universitaires), le rapport de leur étude se fondait sur les réponses de 66 recteurs d'universités canadiennes sur 88. Les recteurs ont répondu à quelque 40 questions. Dans les 20 premières, on leur demandait de classer des domaines de préoccupations et dans les 20 dernières on leur demandait s'ils croyaient que ces préoccupations étaient devenues plus graves ou moins graves au cours des cinq dernières années. Les vingt domaines de préoccupation portaient entre autres sur l'abus de l'alcool et la drogue, le harcèlement racial et sexuel, les viols par une connaissance, la violence, le vandalisme et le vol.

Les auteurs ont constaté avec surprise que le sujet le plus commun de préoccupation n'était pas l'inconduite des étudiantes ou les tensions raciales ou sexuelles, mais plutôt les questions relatives à l'université. Ainsi, la préoccupation prédominante considérée par près de la moitié des recteurs comme une forte caractéristique de leur établissement d'enseignement et par plus de 90 p. 100 des répondants comme une préoccupation moyenne ou plus élevée était la perception que trop d'étudiants se préoccupent de leur future carrière.

Fait intéressant, 44 p. 100 des répondants ont estimé que le manque d'intérêt de la part des étudiants dans des questions intellectuelles plus générales avait augmenté au cours des cinq dernières années tandis que 43 p. 100 ont déclaré n'avoir remarqué aucun changement fondamental à ce chapitre.

Une deuxième préoccupation connexe s'est dégagée de l'ensemble alors que 91 p. 100 des répondants ont estimé que les étudiants ne s'intéressaient pas aux questions intellectuelles plus générales. Seulement 9 p. 100 des recteurs ont qualifié ce problème comme ne prévalant guère ou pas du tout à leur université.

L'abus de l'alcool est la préoccupation non reliée aux affaires universitaires qui a reçu la cote la plus élevée. En effet, 83 p. 100 des recteurs ont estimé que ce comportement constituait du moins un problème d'ordre moyen à leur université alors que presque 17 p. 100 ont considéré que la question n'était pas un problème important. Moins du quart des répondants ont estimé que l'abus de l'alcool était en hausse contre 40 p. 100 qui ont affirmé qu'il avait diminué, ce qui est une donnée rassurante.

Bien que l'on puisse reprocher au rapport de trop s'en remettre à l'opinion des recteurs plutôt qu'aux étudiants ou aux professeurs, il donne cependant des renseignements utiles

et nouveaux sur le point de vue de personnages importants du système universitaire.

IMPORTANT OCTROI DE CRÉDITS EN COLOMBIE-BRITANNIQUE

Le gouvernement de Colombie-Britannique et le gouvernement fédéral ont récemment annoncé qu'ils avaient conclu une entente de trois ans visant la formation de la main-d'œuvre en Colombie-Britannique (Canada-British Columbia Labour Force Development Agreement).

Pendant la première année de l'entente, les deux paliers de gouvernement consacreront en tout 585 millions de dollars à divers programmes pour le perfectionnement de la main-d'œuvre de la province. De ce montant, le gouvernement provincial dépensera 307 millions de dollars et le gouvernement fédéral 278 millions de dollars pour des programmes de formation tandis que le gouvernement fédéral consacrera également plus de 29 millions de dollars à l'achat de cours de formation dispensés par les collèges de la province.

En faisant implicitement le lien entre l'entente et l'Accord de libre-échange et d'autres innovations en matière commerciale, le ministre fédéral de l'Emploi et de l'Immigration, Bernard Valcourt, a déclaré que des initiatives de ce genre pourraient aider le Canada à être plus concurrentiel. «Nous nous rendons compte que ce que le Canada a vraiment besoin est d'un effort maximum pour que la formation devienne une habitude de vie et réponde aux exigences de la concurrence globale. J'estime que cette entente représente un pas important dans cette direction.» (Traduction)

Peter Dueck, ministre de l'enseignement supérieur et de la technologie a ajouté qu'une partie du programme consistant à inviter le secteur privé à participer à la formation et à l'amélioration des qualifications de leurs employés serait utile à l'échelle locale. Selon lui, une plus grande participation du secteur privé permettrait aussi de traiter à la base des besoins du marché régional et local.

Dans le cadre de l'entente, des modifications de la Loi fédérale sur l'assurance-chômage seront mises en œuvre pour permettre aux prestataires de l'assurance-chômage de s'inscrire à des programmes de formation sans perdre leurs prestations.

UNE NOUVELLE UNIVERSITÉ EN COLOMBIE BRITANNIQUE

Le gouvernement de la Colombie-Britannique inaugurerait une nouvelle université en septembre 1993, soit la University of Northern British Columbia. On s'attend à ce que l'université accueille 2 000 étudiants dont un nombre considérable de résidents.

Jusqu'à présent, on a versé 200 000 \$ pour financer un partenariat entre l'UNBC et l'Open Learning Agency. Ces crédits permettront à la nouvelle agence et à l'UNBC de combiner les techniques classiques d'enseignement et d'éducation à distance pour la prestation de cours aux étudiants de Prince George et d'autres collectivités de la région. On rendra bientôt publiques les grandes lignes de la réalisation de la nouvelle université.

L'University of Northern British Columbia a été fondée en juin 1990. En octobre 1990, on nommait Dr Geoffrey Weller au titre de recteur et on choisissait l'emplacement de l'université. En février 1991, le gouvernement de la Colombie-Britannique approuvait l'octroi de 8 millions de dollars pour la planification de la nouvelle université.

DES FONDS POUR LA RECHERCHE EN ONTARIO

Le ministre des Collèges et des Universités, Richard Allen, a annoncé récemment que des chercheurs de 11 universités ontariennes s'étaient partagés 2,9 millions de dollars grâce au Fonds d'encouragement à la recherche universitaire pour effectuer des recherches importantes avec des entreprises du secteur privé et des associations. Au total, le ministère a subventionné 24 projets de recherche dans des domaines comme la technologie de pointe, l'agriculture, l'environnement, les pêches, la fabrication et la foresterie.

M. Allen a fait remarquer que le programme offrait deux avantages. D'une part, il permet aux universités et aux entreprises privées de nouer des liens et de les renforcer au moyen de projets de recherche appliquée. D'autre part, les étudiants peuvent acquérir de nouvelles connaissances et être au courant des découvertes tout en y contribuant dans une discipline qu'ils ont choisie. Le fonds soutient des projets pendant trois ans au maximum et ne se limite pas à des domaines de recherche précis ou au secteur industriel.

CAUT CALENDAR

Defence Fund (Montréal)	Oct 19-20
SWC	Oct 30-31
SWC Workshop	Oct 31-Nov 2
Consortium Briefing	Nov 3
Consortium Lobby	Nov 4-7
Consortium	Nov 6
Senior Negotiators Forum	Nov 15-17
AF&T	Nov 22-23
Librarians	Nov 22-23
Executive	Nov 29-30
Consortium	Dec 4

CALENDRIER DE L'ACPU

Caisse de défense (Montréal)	19-20 oct.
CSF	30-31 oct.
Atelier (CSF)	31 oct.-2 nov.
Information-Consortium	3 nov.
Lobby - Consortium	4-7 nov.
Consortium	6 nov.
Colloque des négociateurs d'expérience	15-17 nov.
CLUPE	22-23 nov.
Comité des bibliothécaires	22-23 nov.
Comité de direction	29-30 nov.
Consortium	4 déc.

Le gouvernement du Québec et le financement des activités scientifiques et techniques

Par Marie LeComte

Dans son numéro de juin 1991, *Fine Pointe*, le bulletin du Ministère de l'Enseignement supérieur et de la Science (MESS) fait état d'un document du Ministère intitulé *Le financement des activités scientifiques et techniques par le gouvernement du Québec (1)*. Ce document fait l'inventaire, pour les années 1988-1989, des sommes allouées par le gouvernement du Québec au financement des activités scientifiques et techniques (AST); ces dernières comprennent les activités de recherche et de développement (R-D) et les activités scientifiques connexes (ASC). Les données utilisées dans ce document proviennent d'une enquête réalisée par Statistique Canada, en collaboration avec le Bureau de la Statistique du Québec, auprès de tous les ministères et organismes publics de l'État québécois. Elles sont conformes aux normes internationales établies par l'Organisation de coopération et de développement économiques (OCDE).

L'aide gouvernementale dont il est question dans cette enquête ne comprend que l'aide directe, sous forme de dépenses intra-muros ou

sous forme de dépenses extra-muros par le biais des contrats et subventions. Elle ne comprend pas l'aide indirecte tels que les abattements fiscaux qui représentent tout de même une part importante du financement par le gouvernement du Québec des activités scientifiques et techniques.

Il est intéressant de noter que cette recherche est la seconde que le ministère de l'Enseignement supérieur et de la Science mène sur le même sujet. En effet, en 1986, le MESS publiait *Activités scientifiques et techniques financées par le gouvernement du Québec 1984-1985 (2)*.

Les dépenses en AST, ASC et R-D Pour 1988-1989, les dépenses allouées aux activités scientifiques et techniques par le gouvernement du Québec s'élevaient à 450,4 millions de dollars (\$). Les dépenses directes en R-D se chiffraient à 153,5 million de \$ et les dépenses en ASC à 296,9 million de \$. Les objectifs visés par l'action gouvernementale étaient principalement le développement économique (159 millions de \$), le développement social (122,2 millions de \$), l'avancement de la science (94,9 millions de \$) et la santé (21,1 millions de \$).

Le document souligne qu'en 1984-1985, les dépenses allouées aux activités scientifiques et techniques s'élevaient à 449,5 millions de \$. Les dépenses ont donc stagné. Par contre, la répartition de l'enveloppe budgétaire a subi des changements qui méritent d'être soulignés.

En effet, de 1984-1985 à 1988-1989, le niveau des dépenses pour les activités scientifiques connexes intra-muros, c'est-à-dire celles exécutées par un ministère ou par un organisme public, s'est abaissé de 25 millions de \$ et celui des dépenses de la R-D intra-muros de 8 millions de \$. Par contre, il y a eu une hausse de 29 millions de \$ pour la R-D extra-muros, c'est-à-dire celle exécutée par les industries, les sociétés d'État à vocation commerciale comme Hydro-Québec, les universités, les hôpitaux et autres organismes de santé, le Centre de recherche industrielle du Québec (CRIQ) ou différents organismes à but non lucratif. Il y a également eu hausse de 4 millions de \$ pour les activités scientifiques connexes extra-muros.

En 1988-1989, les bénéficiaires du financement de la R-D par le Gouvernement (153,5 millions de \$) étaient dans l'ordre d'importance du financement: les organismes intra-muros (48,7 millions de \$), les

universités (45,9 millions de \$), les hôpitaux (28,3 millions de \$), les autres (16 millions de \$), l'industrie (10,6 millions de \$) et le CRIQ (4,1 millions de \$). En outre, le financement extra-muros (104,9 millions de \$) se répartissait sous trois formes, à savoir, les subventions (86,4 millions de \$), les bourses (11,4 millions de \$) et les contrats (7,1 millions de \$). D'autre part, des 450 millions alloués à des activités scientifiques et techniques, 56 % était attribué aux sciences naturelles et au génie (SNG) et 44 % aux sciences sociales et humaines (SSH). Si l'on ne compte que la R-D, 85% des sommes allaient aux SNG et 15 % aux SSH. Enfin, les principaux ministères engagés dans le financement de la R-D étaient le ministère de la Santé et des Services sociaux (41,4 millions de \$), celui de l'Enseignement supérieur et de la Science (40 millions de \$), celui de l'Énergie, des Mines et des Ressources (22 millions de \$), celui de l'Agriculture, des Pêcheries et de l'Alimentation (18,3 millions de \$), et celui du Travail (12,9 millions de \$). Ces cinq ministères couvrent près de 88 % des dépenses allouées à la R-D par le gouvernement québécois.

Des données sur le financement des activités scientifiques et techniques

Cette étude nous aura permis de constater l'état de la situation en ce qui a trait au financement des AST par le gouvernement du Québec et la ventilation des sommes qu'il y consacre. Des études de ce type permettent de déceler les tendances à court et à long termes. De plus, elles facilitent la compréhension des effets des politiques en vigueur et des choix sociaux qui sont faits en ce qui concerne les activités scientifiques essentielles au développement économique et social du Québec. Ajoutons que le MESS met à la disposition des intéressés des informations statistiques sur l'ensemble des secteurs de la recherche au Québec dans un document intitulé *Indicateurs de l'activité scientifique*, dont un Compendium paraît chaque année.

(1) Le financement des activités scientifiques et techniques par le gouvernement du Québec, Ministère de l'Enseignement supérieur et de la Science, gouvernement du Québec, 1990.

(2) Activités scientifiques et techniques financées par le gouvernement du Québec 1984-1985, ministère de l'Enseignement supérieur et de la Science, gouvernement du Québec, 1986.

Quebec's scientific, technical funding outlined in DHES newsletter

By Marie LeComte

The June 1991 issue of *Fine Pointe*, the newsletter of the Department of Higher Education and Science (DHES), examines a document put out by the Department entitled *Le financement des activités scientifiques et techniques par le gouvernement du Québec (Quebec Government Funding of Scientific and Technical Activities)*.

This document shows how much money the government of Quebec allocated in 1988-1989 to scientific and technical activities (STA); these activities include research and development (R & D) activities and related scientific activities (RSA).

The source of the data used in the document is a survey conducted by Statistics Canada in cooperation with the Quebec Statistics Bureau of all Quebec government departments and agencies. The statistics meet the international standards laid down by the Organization for Economic Cooperation and Development (OECD).

The government assistance covered by this survey includes only direct assistance in the form of internal expenditures or external expenditures in the form of contracts and grants. It does not include indirect assistance such as tax incentives, which play a major role in the Quebec government's funding of scientific and technical activities.

It is interesting to note that this survey is the second undertaken by the Department of Higher Education and Science on this particular subject. In 1986, the department published *Activités scientifiques et techniques financées par le gouvernement du Québec 1984-1985 (Scientific and Technical*

Activities Funded by the Government of Quebec) STA, RSA and R & D expenditures.

In 1988-1989 the Quebec government spent some \$450.4 million on scientific and technical activities. Direct R & D expenditures were \$153.5 million and expenditures on RSA amounted to \$296.9 million. The bulk of this government funding was allocated to economic development (\$159 million), social development (\$122.2 million), the advancement of science (\$94.9 million) and health (\$21.1 million).

The document notes that spending on scientific and technical activities in 1984-1985 amounted to \$449.5 million and had accordingly stagnated. However, the distribution of the budgetary envelope had undergone changes that need to be examined.

Between 1984-1985 and 1988-1989 expenditures on internal related scientific activities, that is, those of government departments or agencies, fell by \$25 million and those on internal R & D fell by \$8 million. However, there was a \$29 million increase in expenditures on external R & D carried out by industry, commercial crown corporations like Hydro-Québec, the universities, hospitals and other health organizations.

the Centre de recherche industrielle du Québec (Quebec Industrial Research Centre) (CRIQ) and various non-profit organizations. There was also a \$4 million increase in funds for external related scientific activities.

Recipients of R & D funds from the government in 1988-1989 (\$153.5 million) were, in declining order of amounts received: internal agencies (\$48.7 million), universities (\$45.9 million),

hospitals (\$28.3 million), others (\$16 million), industry (\$10.6 million) and the CRIQ (\$4.1 million).

External funding, which amounted to \$104.9 million, was provided in three forms: grants (\$86.4 million), scholarships (\$11.4 million) and contracts (\$7.1 million). Of the \$450 million spent on scientific and technical activities 56 per cent was allocated to natural science and engineering (NSE) and 44 per cent to the social sciences and humanities (SSH). If only R & D is taken into account, 85 per cent of funds went to the NSE and 15

per cent to the SSH.

Finally, the principal departments involved in funding R & D were Health and Social Services (\$41.4 million), Higher Education and Science (\$40 million), Energy Mines and Resources (\$22 million), Agriculture, Fisheries and Food (\$18.3 million) and Labour (\$12.9 million). These five departments account for almost 88 per cent of the Quebec government's R & D expenditures.

Scientific and technical activities

This study shows how matters stand with respect to the funding of STA by the government of Quebec

and the allocation of funds devoted to this purpose. Surveys of this kind enable us to determine short and long term trends and they also assist in understanding the impact of current policies and choices made concerning the scientific policies that are essential to the economic and social development of Quebec.

We should add that the DHES can provide interested individuals with statistical information on all areas of research in Quebec in a document entitled *Indicateurs de l'activité scientifique*, a compilation of which is published each year.

Prisoner of the Month

On July 11, 1991, Edward Oyugi, a professor of educational psychology, was sentenced to seven years imprisonment in Kenya having been found guilty of holding a seditious meeting in a Nairobi bar.

Two of those arrested with him were also charged with possessing seditious publications, thus increasing their prison sentences by a further 18 months each.

Amnesty International has expressed concern at the nature of the six-month trial to which Oyugi was subjected. Apart from it being the longest seditious trial ever held in Kenya, all the men involved have complained that they were tortured while in police custody. This allegation was never investigated during the trial. Also, despite the charge of sedition, the prosecution was unable to produce evidence that the men had discussed the overthrow of the government.

Oyugi's arrest followed a public debate

on July 7, 1990 on the issue of multi-party democracy — currently illegal under the present one-party state — which led to widespread public unrest. The case of Oyugi was not helped by the fact that he had previously been arrested as a prisoner of conscience. Amnesty International believes Edward Oyugi to be a prisoner of conscience held solely for his peaceful political opinions and actions.

Please write courteous letters appealing for the immediate and unconditional release of Edward Oyugi, unless the authorities are ready to produce the evidence necessary for him to exercise the right to challenge his detention, to: President Daniel arap Moi, President of the Republic of Kenya, Office of the President, P.O. Box 30510, Nairobi, Kenya.

(This column is carried simultaneously by the Bulletin of the British AIT, and the material is supplied by Amnesty International)

Council endorses task force proposal

By Jim Brett
Chairperson Librarians' Committee

As recommended by the Librarians' Committee, the CAUT Executive and Council has endorsed recommendation 11 of the Royal Society of Canada's report, *Realizing the Potential: A Strategy for University Research in Canada*. The recommendation concerns the creation by the Council of Provincial Ministers of Education and the Secretary of State of a national task force.

It would propose short-term remedial measures for major problems of Canadian university libraries; estimate the resources necessary for their implementation; address the longer-term needs of these institutions; and assess a strategy for their maintenance and best use as a national resource.

Also the committee has begun its

survey concerning the CAUT/CACUL Guidelines for the Appointment and Review of Chief Librarians. In addition, a discussion paper on the Academic Implications of Scholarly Journal Subscription Cuts, spearheaded by the Librarians' Committee and produced in collaboration with CAUT's other two standing committees was submitted to September Council for comment. Council accepted the executive's recommendation to endorse the discussion paper and for the Librarians' Committee to reconsider the paper's draft recommendations. The content of the paper will be covered in the November CAUT Bulletin.

The elections held during May Council changed the Librarians' Committee's 1991/92 membership. Linda Winkler (Regina) replaced John Murchie as a member and Jim

Brett (Guelph) was elected Person Chairing.

In other news, the librarians at the Ontario Institute for Studies in Education were recently successful in joining OISE's Faculty Association.

The following report by Sandra Casey, Queen's University Education Librarian and OCUFA Observer to the CAUT Librarians' Committee, treats current credentials for academic librarians as partners with faculty in Canadian universities.

Academic Librarians Qualifications

Just over a century ago, most North American institutions of higher education offered a classical curriculum taught by faculty whose credentials were unlikely to include the doctorate. Then librarianship began to emerge as a profession with

the founding of the first library school by Melvil Dewey.

Dewey saw that a good education was essential for a good librarian, and his goal in selecting from the applicants for the first classes was to admit no one without a university education. Students who finished the course received certificates.

But the profession does not stand still. The accepted qualifications for the academic librarian in the 1990s include the "double Master's", that is, the MLS and a Master's degree in a subject specialty.

It may be easier to understand how and why the doctorate has become the norm for the university teacher than how and why the "double Master's" is now preferred for academic librarians. Academic librarianship is a specialized stream of librarianship. Its clients are highly educated, specialists in their

fields, or are students aspiring to become so.

The large size of university library collections, the quantity and diversity of publications, the emergence of electronic information sources, the need for selectivity in acquiring scholarly materials as budgets shrink, the increasing complexity of subject matter as research adds to the knowledge, the highly competitive nature of academic research, and the need to teach students the strategies of information literacy as tools for their study and research all make critical the need for academic librarians with the professional skills provided by the MLS and the intellectual depth of the subject Master's.

Le Conseil approuve le projet du groupe de travail

Par Jim Brett
président du Comité des bibliothécaires

À la recommandation du Comité des bibliothécaires, le Comité de direction et le Conseil ont adopté la recommandation 11 du rapport de la Société royale du Canada intitulé: *Un potentiel à exploiter: Stratégie pour la recherche universitaire au Canada*. Il s'agit de la création d'un groupe national de travail par le Conseil des ministres de l'Éducation et le secrétariat d'État.

Le groupe de travail aurait comme mandat de proposer des solutions à court terme aux problèmes principaux des bibliothèques universitaires du Canada, d'estimer les ressources nécessaires pour mettre les solutions en œuvre, d'examiner les besoins à long terme de ces bibliothèques et d'évaluer une stratégie pour leur entretien et pour en faire un meilleur usage à titre de ressource nationale.

Le comité a en outre entamé son étude de l'Énoncé de principes de l'ACPU et de l'ACBCU sur la nomination et l'évaluation des

bibliothécaires en chef. Lors de l'assemblée de septembre, le comité a de plus soumis au Conseil afin qu'il le commente un document d'étude sur les conséquences pour les universitaires des annulations d'abonnement à des revues savantes, une initiative du Comité des bibliothécaires réalisée de concert avec les deux autres comités permanents de l'ACPU. Le Conseil a accepté la recommandation du Comité de direction d'adopter le document d'étude et celle demandant au Comité des bibliothécaires d'étudier de nouveau les recommandations préliminaires du document. Nous traiterons du contenu du document dans le numéro de novembre du Bulletin.

La composition du Comité des bibliothécaires s'est modifiée à la suite des élections tenues lors de l'assemblée de mai du Conseil. Linda Winkler (Regina) a remplacé John Murchie à un poste de membre ordinaire et Jim Brett (Guelph) a été élu à la présidence.

Par ailleurs, les bibliothécaires de l'Institut d'études pédagogiques de l'Ontario sont devenus membres de

l'association des professeurs de l'IEPO.

Le rapport ci-dessous de Sandra Casey, bibliothécaire à la faculté d'éducation de l'Université Queen's et observatrice de l'UAPU ou Comité des bibliothécaires de l'ACPU, porte sur les titres actuels des bibliothécaires universitaires en tant que partenaires des professeurs dans les universités canadiennes.

Les qualifications des bibliothécaires d'université

Il y a un peu plus d'un siècle, la plupart des établissements d'enseignement supérieur nord-américains dispensaient un programme d'études classiques. Leurs professeurs ne détenaient peut-être pas de doctorat. La profession de bibliothécaire commençait à apparaître avec la création de la première école de bibliothécaires par Melvil Dewey.

Dewey estimait qu'il était essentiel pour de bons bibliothécaires d'avoir une bonne formation. Il eut donc comme objectif, dans le choix de ses premiers candidats, de ne pas admettre ceux qui n'avaient pas de formation universitaire. Au terme de

un programme d'études, les étudiants recevaient un certificat.

La profession, cependant, ne s'arrête pas là. Pour occuper un poste de bibliothécaire d'université dans les années 1990, il faut détenir, comme qualifications reconnues, deux maîtrises, l'une en bibliothéconomie et l'autre dans une discipline de spécialisation.

Il est peut-être plus facile de comprendre pourquoi et comment le doctorat est devenu la norme pour les professeurs d'université que de comprendre pourquoi et comment les deux maîtrises ont maintenant la préférence chez les bibliothécaires universitaires. La profession de bibliothécaire d'université est une spécialité au sein même de la profession. La clientèle est très scolaire, spécialisée dans divers domaines ou compte des étudiants aspirant à une spécialisation.

Les énormes collections des bibliothèques d'université, la quantité et la diversité des publications, l'apparition des sources d'information électronique, la nécessité de faire des choix dans l'achat d'ouvrages savants à mesure



Jim Brett

que les budgets s'annuaient, les disciplines de plus en plus complexes s'ajoutant à mesure que la recherche exigeait la connaissance, la nature extrêmement compétitive de la recherche universitaire et le besoin d'informer les étudiants aux sciences de l'information comme outil d'étude et de recherche, tous ces facteurs rendent essentiels pour les bibliothécaires universitaires l'acquisition d'une solide formation professionnelle que procure la maîtrise en bibliothéconomie et d'une profondeur intellectuelle qu'atteste une maîtrise dans une discipline de spécialisation.

CAUT COLLECTIVE BARGAINING COOPERATIVE SENIOR NEGOTIATORS' FORUM NEGOTIATING STRATEGIES IN A CRISIS WESTIN HOTEL, OTTAWA NOVEMBER 15-17, 1991

This year's Forum is organized around negotiating strategies in a crisis. Please note that the forum is aimed at experienced negotiators that have negotiated one or many collective agreements. The following topics will be addressed:

- Academic Fraud and Misconduct in Research Policies
- Confidentiality in the Tenure and Promotion Process
- Negotiating Wages in the Context of Wage Restraints
- Negotiating Non-Economic Articles in the Context of Wage Restraints
- Collective Bargaining Interests of Women Faculty Members
- Back to Work Protocol
- Negotiating in the Context of Financial Exigency and Redundancy

We would ask the participants to bring their collective agreement. The format of the forum allows for some discussion time and two workshops have been scheduled. We encourage participants to register early.

The registration fee, for non-members of the CAUT Collective Bargaining Cooperative only, has been set at \$500.00.

For more information on the Forum please contact Hélène Bibeault, professional officer of the Coop, or Nancy Gordon at the CAUT office.

COOPÉRATIVE DE NÉGOCIATION COLLECTIVE DE L'ACPU COLLOQUE DES NÉGOCIATEURS D'EXPÉRIENCE LES STRATÉGIES DE NÉGOCIATION EN TEMPS DE CRISE HÔTEL WESTIN, OTTAWA DU 15 AU 17 NOVEMBRE 1991

Cette année le colloque a pour thème: les stratégies de négociation en temps de crise. Veuillez noter que le colloque est destiné avant tout aux négociateurs et négociatrices d'expérience, qui ont déjà négocié une ou des conventions collectives. Les thèmes suivants seront discutés:

- Politiques sur la fraude et l'inconduite dans la recherche
- La confidentialité dans le processus d'octroi de la permanence et des promotions
- La négociation des salaires en période de compressions salariales
- La négociation des articles non pécuniaires en période de compressions salariales
- Les intérêts des professeurs dans la négociation collective
- Les protocoles de retour au travail
- La négociation en situation d'urgence financière et d'excédent d'enseignement

Nous demandons aux participants d'apporter avec eux leur convention collective. L'horaire proposé tient compte du temps réservé à la discussion et du temps nécessaire alloué aux deux ateliers. Nous encourageons les participants à s'inscrire tôt.

Les frais d'inscription pour les non-membres de la Coopérative de négociation collective de l'ACPU seront de 500,00\$.

Pour plus d'information à propos du colloque, veuillez contacter Hélène Bibeault, agente de négociation de la Coopérative, ou Nancy Gordon au bureau de l'ACPU.

Study group examines university governance

By Bob Moore

CAUT Professional Officer

At September Council, the CAUT commissioned Independent Study Group on University Governance (ISGUG) considered the issues of accountability, effective representation and social responsiveness with respect to boards of governors and state-university relations. The study group, comprised of Liora Salter, Guy Bourgeault and Ernst Benjamin, discussed these matters with Council members and liaison representatives from interested national administrative, research, labour, student and library associations. The group's meetings focused on national, provincial, regional and local concerns. Also, Janet Hope-Roney of the Ontario Ministry of Colleges and Universities observed the plenary session and met with the group.

Sessions dealt with problems related to the composition and

functions of boards; their roles in academic and financial decisions; board committee responsibilities of administrative and faculty representatives; and political influence by governments on university affairs. Discussion treated various elective and appointee processes for board members at Canadian universities. Debate ensued concerning the effectiveness, equality and informed decision-making of the diverse interests represented on boards.

Participants addressed how interactions among board, senate, administrative, governmental and other constituent representatives influenced academic staff pursuits both internally and externally. They also treated how such relations affected the university's mission and general public's perception of its activities.

The group queried the best means to achieve the most efficient, effectively represented and

informed board and to whom this ideal body would be directly accountable. Definitions of desirable university-community accountability differed significantly among attendees from across Canada.

Members and liaison representatives pursued questions about university autonomy, bureaucratic management, collegiality, the impact of funding on governance and other important themes that emerged during the group's first series of meetings with them in May. Some members felt strongly that boards merely rubber-stamped decisions already taken by administrators in committees and that discussion about accountability should focus upon this problem.

The study group probed the impact on governance of university-business ties, legislative measures, political or administrative agency decisions, public accountability programmes and social responsive-

ness indicators. It continued to examine the degree to which system-wide planning, tiering or tracking, established programme and corridor funding among other factors influenced governance at universities in different provinces.

Variations were obvious locally and regionally for geographic, demographic and other reasons. Future sessions may determine to what extent specific institutional histories or traditions shaped the evolution of governance at certain universities and whether or not there are common features of these particular models which the group might recommend to others as adoptable guidelines.

Documentation and responses to the questionnaires on state-university relations and boards of governors will offer the group additional insights into these areas. It is abundantly clear that governments, university administrations, faculty, student, labour,

research, business and other associations representative of both public and private sector interests have become highly aware of the importance of governance issues and their socio-economic, political, cultural and policy implications for the Canadian public.

The study group's next series of meetings during January Council will continue with an investigation of the roles, functions and powers of different accrediting or professional bodies vis-a-vis university governance and the nature of their accountability in various systems or structures across Canada.

Information about aspects of university governance of primary interest to you and your associations is extremely important to the study group's members. To assist the group in this undertaking, please forward all suggestions and relevant materials to Robert Moore at the CAUT office. Your assistance is appreciated.

Un groupe d'étude se penche sur la direction des universités

Par Bob Moore

agent de recherches de l'ACPU

Lors de l'assemblée de septembre du Conseil, le Groupe d'étude sur la direction des universités (GÉIDU), créé par l'ACPU, s'est penché sur l'obligation de rendre compte, la représentation efficace et la responsabilité sociale en ce qui concerne les conseils d'administration et les relations entre l'état et les universités. Composé de Liora Salter, Guy Bourgeault et Ernst Benjamin, le groupe a discuté de ces questions avec des membres du Conseil et des représentants d'associations nationales intéressées d'administrateurs, de chercheurs, d'intervenants syndicaux, d'étudiants et de bibliothécaires. Au cours de ces rencontres, le groupe s'est attardé à des préoccupations nationales, provinciales, régionales et locales. De plus, Janet Hope-Roney, du ministère des Collèges et Universités de l'Ontario, a assisté à la plénière à titre d'observatrice et a rencontré le Groupe d'étude.

Les séances de discussion ont porté sur des problèmes liés à la composition et aux fonctions des conseils d'administration des universités, sur leur rôle dans la prise de décision d'ordre pédagogique et financière, sur les responsabilités des administrateurs et des professeurs siégeant à des comités des conseils d'administration ainsi que sur l'influence politique des gouvernements sur les affaires universitaires. Les participants ont également discuté des diverses méthodes d'élection et de nomination des membres des conseils d'administration des universités canadiennes. On a ensuite entamé un débat sur l'efficacité et l'égalité des membres des conseils d'administration représentant divers intérêts ainsi que sur la connaissance des dossiers sur lesquels ils doivent prendre une décision.

Les participants ont donné leur point de vue sur la manière dont les interactions du conseil d'administration, du sénat, des administrateurs, des représentants du gouvernement et d'autres groupes influençaient les activités du corps universitaire tant à l'intérieur qu'à l'extérieur de l'université. Ils ont également expliqué comment ces relations influencent sur la mission de l'université et sur la manière dont le grand public perçoit ses activités.

Le Groupe d'étude a cherché à

savoir comment on pouvait obtenir un conseil d'administration des plus efficaces, des plus représentatifs et des mieux informés et à qui cet organisme idéal rendrait directement des comptes. Les participants, venant d'un peu partout au Canada, ont donné plusieurs définitions d'une obligation de rendre compte souhaitable entre l'université et la collectivité qui variaient sensiblement entre elles.

Les membres et les représentants des groupes de liaison ont continué à étudier des questions sur l'autonomie universitaire, la gestion bureaucratique, la collégialité, l'incidence du financement sur la direction et d'autres thèmes importants qui avaient été soulevés lors de la première série de rencontres en mai. Certains membres, par ailleurs, croient fermement que les conseils d'administration ne font qu'approuver sans discuter les décisions déjà prises par les administrateurs des comités et estiment que la discussion sur l'obligation de rendre compte devrait s'attarder à ce problème.

Le Groupe d'étude a examiné l'influence des liens entre les universités et le milieu des affaires, des mesures législatives, des décisions des organismes politiques ou administratifs, des programmes de justification publique et des indicateurs de responsabilité sociale sur la direction des universités. Il a poursuivi son étude pour déterminer jusqu'à quel point des facteurs comme la planification à grande échelle, l'engagement des universités selon leurs spécialisations et leur statut, le financement des programmes établis et le financement différentiel influençaient la direction des universités dans diverses provinces.

Des différences étaient évidentes à l'échelle locale et régionale pour des motifs géographiques, démographiques et autres. Les prochaines rencontres permettront peut-être de déterminer dans quelle mesure l'histoire ou les traditions d'établissements d'enseignement précis ont modelé l'évolution de la direction et de savoir si ces modèles particuliers présentent des caractéristiques communes que le groupe pourrait recommander aux universités comme des lignes directrices acceptables.

Le Groupe d'étude aura une meilleure connaissance de ces domaines à la lumière de la documentation et des réponses aux



Independent Study Group members in session are, left to right: Ernst Benjamin (AAUP), Liora Salter (York) and Guy Bourgeault (Montréal). Membres du Groupe d'Étude Indépendant, de gauche à droite: Ernst Benjamin (AAUP), Liora Salter (York) et Guy Bourgeault (Montréal).

questionnaires sur les relations entre l'état et l'université et sur les conseils d'administration. Il ne fait aucun doute que les gouvernements, l'administration des universités, les professeurs, les étudiants, les syndicats, le milieu de la recherche, le monde des affaires et d'autres représentants d'associations du secteur public et privé sont de plus en plus sensibles à l'importance des questions reliées à la direction des universités et à

leurs conséquences socio-économiques, politiques ou culturelles sur l'intérêt public.

Le Groupe d'étude poursuivra sa prochaine série de rencontres à l'assemblée de janvier du Conseil où il enquêtera sur le rôle, les fonctions et les pouvoirs de différents organes professionnels ou d'accréditation par rapport à la direction des universités ainsi que sur la nature de leur responsabilité dans diverses structures d'un océan à l'autre.

Les renseignements sur des aspects de la direction universitaire qui sont d'un intérêt primordial pour vous et votre association sont de la plus haute importance pour les membres du Groupe d'étude. Dans le but d'aider le groupe dans ses travaux, veuillez faire parvenir à Robert Moore, au secrétariat de l'ACPU, toutes les suggestions et la documentation pertinentes. Nous vous sommes fort reconnaissants de votre collaboration.

Council studies fraud in research

A number of spectacular fraud cases among researchers in the United States and Australia have provoked an international examination of how universities can encourage and maintain integrity in research.

The September CAUT Council received an information paper on this subject developed by the Academic Freedom and Tenure Committee. It outlined the nature of the problem and suggested structures for dealing with it. It recommended that any university policies be negotiated with the faculty association since inevitably they will impinge on the terms and conditions of employment.

The executive director pointed out to the governing Council how important this was because a few university administrations were trying to impose policies with impossibly vague definitions, drumhead court martial procedures and penalties that might well have nothing to do with the level of seriousness of the offence. He

noted that the University of New Brunswick Faculty Association successfully negotiated a reasonable clause in its new collective agreement.

The paper recommended that Canada not follow the centralized and overly bureaucratic approach of the United States because the same ends could be achieved, i.e. the full investigation of allegations, by a simpler and less expensive model much more aligned to the way in which Canadian universities had developed terms and conditions of employment and which incorporated the principles of natural justice which seem to be lacking in the approach in Washington. The CAUT Collective Bargaining Cooperative is developing legal language in this area.

This issue has become more pressing in Canada because the three federal granting agencies will this year adopt a policy on integrity in research in which they will require universities to have in place

a local policy to deal with these issues if they wish to continue to receive federal research grants. This means that most universities will be developing such a policy in this academic year. The CAUT has written to the granting agencies in support of their view that procedures should be developed locally but making extensive suggestions concerning the language of the proposed federal document.

In September the University of Alberta held a useful seminar for Prairie universities to discuss this issue. Prof. Jon Thompson, former Chair of the CAUT Academic Freedom and Tenure Committee, represented CAUT.

Copies of the CAUT documents can be secured by writing to CAUT at 294 Albert, Suite 308, Ottawa, Ont. K1P 6E6. Copies of the proposal of the granting agencies can be secured by writing the Medical Research Council, Jeanne Mance Building, Ottawa K1A 0W9.

Interview with Norma Mickelson

"...I began to feel as if women were almost invisible"

The following are excerpts from an interview held with Dr. Norma Mickelson, first recipient of the Sarah Shorten Award. Dr. Mickelson was interviewed for the Bulletin by Marilyn Taylor, Chair of the Status of Women Committee.

How did you become involved with the work for women in Canadian universities?

My story is, I think, quite typical of women in the academy. I came quite late to the university. I had other things on my agenda. It wasn't until I was in my mid-career age level that I decided to go back to university and finish my education. When I got to the university though, I began to feel as if women were almost invisible.

All the documents at the university, every written policy that we had, were written in the masculine gender. I went along for quite awhile absorbing this, but not being too active about it until the then vice-president, at the urging of a group of my colleagues, struck a committee to look at the situation of women in the university. It ultimately grew into the Women's Caucus at the University of Victoria, which has become a very strong factor in the work that we have done to benefit women.

How would you describe the changes between conditions now and those that you met when you came to the university?

Well, first of all, there is a growing acceptance in the university community that there is a problem. When I first began, people used to look at me and say "we don't have a problem here, there is no discrimination". There is systemic discrimination in the universities. One of the things I have found is that all of the conditions that apply to women in general in society apply in the university — violence against women, incidents of harassment, rape, inadequate daycare, pay differentials, lack of women in positions of power — all these things are present in the university community.

At first, I don't think there was any general awareness of these issues. I think there is now. There are a growing number of my male colleagues who are more aware of the situation and who are actively involved in trying to eradicate the problems. Involving our male colleagues in equity issues is a major change that has occurred over the

past four or five years. I also think we are beginning to get an acceptance of the fact that we should have more women in the administration.

One of the things that I feel is so important, and I want to make this point very strongly, is that what's happening now is not that women are getting these opportunities because they are women. They are getting these opportunities because they are qualified for the job. They always have been. The real difference I think, is that women are more willing to be visible than we were before.

Could you talk about the Gender Equity Policy that you have been involved in at the University of Victoria?

Yes, we started with women, but when we signed the Federal Contractors Program, which has to do with employment equity for all members of the university community, it became clear that we needed to broaden our mandate and look at other minorities as well — visible minorities, indigenous people and persons with disabilities.

We set out last year and held a series of seminars actually involving people from those groups telling their stories. Right now we are seriously considering what kind of structures need to be in place to enable all of these various groups to feel comfortable and safe on the university campus. We have prepared a manual for every instructor on campus that has to do with teaching, has to do with gender and persons with disabilities — outlining all the disabilities.

We've examined every building on campus, every door, every lavatory, every office, to make sure they are wheelchair accessible and have braille signs. We have a long way to go to make these minorities feel comfortable and safe. There are so many facets to the problem that it is an enormous task for the universities.

In what areas should we be especially attentive at this time?

One of the important things is that we need to appeal to the silent majority. I've often said on my own campus that I am tired of being the only person who comments when someone tells an off-colour joke or somebody is inadvertently exclusive in the way he or she talks.

I really think it important that the entire community get

involved in this act so that if someone makes a comment it's not just the equity issues officer who draws attention to that, but others do that as well. I think it very important to be sure that the language of the university, all the pamphlets that go out, all the policies that are written, are examined to be sure that they are inclusive, not exclusive. I feel that it is very important to have some structures in place.

I've come to the conclusion that good will is not enough. It's important to have it. But structures have to be in place that will facilitate the elimination of systemic discrimination. I guess what I would like to say is that ownership is important. This is not simply a women's issue, it is not simply an issue for visible minorities or the disabled. It is an issue that the entire university community must embrace.

What are your thoughts for the future? What do you see happening over the next decade or so?

I think that we have to be satisfied in making progress. I know that the ideal would be 50 per cent of the faculty being women and an equal representation on the administration. But I think we have to be satisfied with making progress, otherwise we will be discouraged before we start. It's going to be important to work on things that we know will make a difference in the short term, but also to work on some of the long term things as well.

Over the next decade there are going to be a great number of retirements and we are going to have to work on providing a pool of qualified candidates. I think it was Yogi Berra who said "the future ain't what it used to be" and I believe that sincerely. I think that the future of the academy is not what it used to be. It is not going to be a male bastion.

We are going to uphold our standards of excellence. Teaching and research will continue to be our primary focus. But we are going to have battles to fight on the funding of our universities, on maintaining our research programmes and making it possible for people who want to go to university to do so. All these things will be maintained. But I sincerely believe that it will be a better place to be if we continue to work toward equity within our institutions.

Norma Mickelson est la première récipiendaire du prix Sarah Shorten

Mme Norma Mickelson, de l'Université de Victoria, est la première récipiendaire du prix Sarah Shorten de l'ACPU. Elle a reçu le prix à l'occasion d'un banquet offert en son honneur la veille de la tenue de l'assemblée du Conseil de l'ACPU.

L'ACPU a créé le prix Sarah Shorten à la mémoire de Mme Sarah J. Shorten. Le prix sera remis chaque année à des personnes méritantes afin de reconnaître leur apport exceptionnel à l'avancement de la condition féminine dans les universités canadiennes.

Après avoir reçu le prix, Mme Mickelson a prononcé une allocution dans laquelle elle a déclaré qu'elle avait été totalement surprise d'apprendre que ses collègues avaient soumis son nom. Elle a accepté le prix avec bonne

grâce et a fait remarquer l'apport de nombreuses autres femmes au sein de la collectivité universitaire.

Au nombre de ses réalisations, Mme Mickelson a été la première femme au Canada à être doyenne lorsqu'elle a été nommée à ce titre à la faculté des sciences de l'éducation de l'Université de Victoria en 1975. Elle est actuellement la première personne à occuper le poste de responsable des questions d'équité à l'université et a joué un rôle important dans la création de la politique de l'université sur l'équité. Mme Mickelson est actuellement conseillère du vice-recteur aux affaires universitaires pour les questions relatives aux femmes. Elle a été présidente de l'association des professeurs en 1989-1990.

Scholarship announced

The University of Regina Faculty Association is pleased to announce the establishment of the Sarah Shorten Memorial Scholarship. This \$1,100 scholarship will be awarded annually to a female undergraduate student in engineering or science.

It was the intention of the faculty association that this scholarship be named to commemorate the contribution of Dr. Sarah Shorten to the status of academic women in Canada and to her legacy of leadership in the Canadian Association of University Teachers. It was also intended to honour the fourteen women who were tragically murdered on December 6, 1989 at École Polytechnique in Montreal.

Censured Administrations in the U.S.

The administrations of the following institutions have been censured by the American Association of University Professors. Further information on these censures can be obtained by writing to them at 1012 Fourteenth Street, N.W., Suite 500, Washington D.C. 20005.

Grove City College (Pennsylvania) (March 1963, 15-24)	1963	Bridgewater State College (Massachusetts) (April 1981, 86-95)	1981
University of the Ozarks (Arkansas) (December 1963, 352-59)	1964	Yeshiva University (New York) (August 1981, 186-95)	1982
Censure was voted specifically on the Board of Trustees, and not on the institution's administrative officers.		Sonoma State University (California) (May-June 1983, 3-12)	1983
Amarillo College (Texas) (September 1967, 292-302)	1967	Auburn University (May-June 1983, 24-32)	1983
Frank Phillips College (Texas) (December 1968, 433-38)	1969	American International College (Massachusetts) (May-June 1983, 42-46)	1983
Central State University (Oklahoma) (March 1969, 66-77)	1969	Illinois College of Optometry (November-December 1982, 17a-23a)	1984
Southern Arkansas University (March 1971, 40-49)	1971	Metropolitan Community Colleges (Missouri) (March-April 1984, 23a-32a)	1984
Colorado School of Mines (March 1973, 73-79)	1973	University of Northern Colorado (May-June 1984, 1a-8a)	1984
Rider College (New Jersey) (September 1973, 93-100)	1973	Westminster College of Salt Lake City (Nov.-Dec. 1984, 1a-10a)	1985
Camden County College (New Jersey) (September 1973, 356-62)	1974	Southwestern College of Salt Lake City (Nov.-Dec. 1985, 1a-9a)	1985
Virginia Community College System (April 1975, 30-38)	1975	Temple University (May-June 1985, 16-27)	1985
Concordia Seminary (Missouri) (April 1975, 49-59)	1975	Talladega College (Alabama) (May-June 1986, 6a-14a)	1986
Houston Baptist University (April 1975, 60-64)	1975	Southern Nazarene University (Oklahoma) (Nov.-Dec. 1986, 7a-11a)	1987
Murray State University (Kentucky) (December 1975, 322-28)	1976	Morgan State University (Maryland) (May-June 1987, 23-32)	1987
Blinn College (Texas) (April 1976, 78-82)	1976	The Catholic University of Puerto Rico (May-June 1987, 33-38)	1987
Marquette University (Wisconsin) (April 1976, 83-94)	1976	Husson College (Maine) (May-June 1987, 45-50)	1987
University of Osteopathic Medicine and Health Sciences (Iowa) (April 1977, 82-87)	1977	Hillsdale College (Michigan) (May-June 1988, 29-33)	1988
State University of New York (August 1977, 237-60)	1978	University of Judaism (California) (May-June 1988, 34-40)	1988
University of Detroit Mercy (March 1978, 36-54)	1978	Maryland Institute College of Art (May-June 1988, 49-54)	1988
Phillips County Community College (Arkansas) (May 1978, 93-98)	1978	Southeastern Baptist Theological Seminary (North Carolina) (May-June 1989, 35-45)	1989
University of Texas of the Permian Basin (May 1979, 240-50)	1979	Alabama State University (May-June 1989, 46-56)	1989
Wingate College (North Carolina) (May 1979, 251-56)	1979	Concordia Theological Seminary (Indiana) (May-June 1989, 56-67)	1989
Olivet College (Michigan) (April 1980, 140-50)	1980	The Catholic University of America (Sept.-Oct. 1989, 27-40)	1990
Nichols College (Massachusetts) (May 1980, 207-12)	1980	Saint Leo College (Florida) (November-December 1989, 34-40)	1990
		New York University (May-June 1990, 49-56)	1990

The Reform Party tips its hand

By Tim Stutt
CAUT Government
Relations Officer

September proved to be a dramatic month for the Mulroney government. Tensions mounted around the Cabinet table as the ministers struggled to meet a self-imposed deadline for release of federal constitutional proposals. In the midst of these constitutional debates, the government also faced public sector strikes by PSAC and postal workers.

In the midst of this political drama, CAUT managed to obtain valuable information on three investigative reports of interest to researchers and educators. The association also succeeded in getting a new player in the political poker game — the Reform Party — to show its hand on post-secondary education.

THE REFORM PARTY AND EDUCATION

In a written response to a request from CAUT President Fred Wilson, Reform Party Policy Director Thomas Flanagan stated that at present the party does not have a "highly detailed explicit policy on advanced education." However, he did point out a few implications of Reform Party philosophy for higher education:

"We place great emphasis on the development of human talents and skills, and we recognize the role of the federal government in this endeavour. We would not look upon advanced education and research as purely provincial concerns. We do not have a fixed view on the shape the federal role would take, but our philosophy would incline us to look for non-bureaucratic, market-oriented mechanisms that maximize freedom of choice for students.

"I cannot be specific about the level of (federal government)

funding at this time", added Flanagan. "While we recognize the importance of advanced education, we believe that a sound fiscal policy for Canada is the highest priority. No social services, including research and education, can be sustained over the long term if the government spends itself into bankruptcy."

Commenting on party leader Preston Manning's statement that a Reform government would reduce all federal spending by 10 per cent to 15 per cent, Flanagan said that "across-the-board should be interpreted as applying to departments rather than programs." He concluded that these figures are "more illustrative than definitive."

LEARNING WELL... LIVING WELL

As reported in last month's *Bulletin*, the federal government intends to release a discussion paper this fall to kick off consultations on national educational standards. CAUT obtained a draft copy of this paper, entitled *Learning Well... Living Well*, and found several of its proposals to be of interest.

In the paper the government argues the need for a national system of "priorities and targets for learning" even if it intrudes into provincial government jurisdiction to achieve these goals. "It is a challenge that should transcend partisan politics and jurisdictional sensitivities. The stakes are nothing less than Canada's continued prosperity and the individual well-being of its citizens."

Some of the suggested targets for the year 2000 are cutting adult illiteracy by half, ensuring that 90 per cent of Canadians over age 25 obtain the equivalent of a high-school diploma, and doubling the number of post-secondary

graduates, as well as ensuring full representation of women in mathematics, science and technology.

REPRODUCTIVE TECHNOLOGIES ISSUES

On Sept. 9 the Royal Commission on New Reproductive Technologies released *What We Heard*, a 44-page summary of issues raised by over 550 witnesses last year during the Commission's public hearings.

"One of the strongest messages commissioners heard was that not enough attention has been paid to the implications of the technologies by either their developers or their users," said Commission Chairperson Dr. Patricia Baird. "Most people agreed that new reproductive technologies are powerful, with the potential for both harm and benefit."

"Many groups had specific concerns," said Dr. Baird. "Women's groups were concerned about whether the technologies advance or inhibit women's autonomy and equality in our society. Infertile individuals and couples spoke of the hope the technologies offer them of having a child, while counsellors working with infertile people talked about the effects of infertility on the daily lives of the people involved. Religious groups questioned the intrusion of technology into the realm of reproduction. Groups representing people with disabilities told the commission of their concern that pre-natal diagnosis could further marginalize their members in our society, while people who are at risk of passing on a genetic disease to their children spoke of the new hope that pre-natal diagnosis offers to them."

The Royal Commission will be accepting communications from the public until April 30, 1992 on the social, ethical, health, research,

legal and economic implications of the new reproductive technologies. More information, or copies of *What We Heard*, can be obtained by calling the commission, toll-free, at 1-800-668-7060.

STUDENT LOAN PROGRAM REVIEW

In September CAUT received a copy of a review of the Canada Student Loans Program as conducted by the Toronto consulting firm Bennecon Limited. The review makes 13 recommendations to "improve the fairness and effectiveness of the allocation of student assistance, minimize opportunities for program abuse, and enable the government to better control its statutory spending."

The review supports the continuation of federal funding of student assistance for those who would not otherwise be able to afford a post-secondary education. It also recommends that the federal government change the overall loans program design to correct "major problems of program design and management as well as administrative complexity and weakness."

One of the proposed program design changes is to reduce or eliminate the loan interest subsidy. This is intended to discourage students from seeking unneeded loans, avoid subsidizing those students who can repay the loan and the interest after graduation and to reduce the required amount of application screening. Other proposed changes include:

— the provision of more incentive to banks to administer and collect Canada Student Loans;

— the creation of a post-school income contingency repayment plan that would provide remission to graduates who are not earning a sufficient salary to maintain a

moderate standard of living and repay the full student loan debt over a pre-determined time span;

— the integration of the amounts owing with the income tax collection system by the federal government in those situations where it takes over a defaulted student loan from a bank;

— the continuation of a cap on accumulated loan and loan interest to avoid graduates being burdened with an unmanageable level of debt;

— and the implementation of administrative arrangements to permit defaulted student loans to show on a student's credit records in those instances when the default is not to be covered by government remission.

UPCOMING LOBBY BUSINESS

At the time of writing this column (mid-September), CAUT was preparing a number of government relations initiatives for the upcoming weeks.

The association was putting the final touches on a brief to be presented to the House of Commons Standing Committee on Finance. This brief describes the impact on education and research of the proposed *Spending Control Act* that was announced in last February's federal budget.

CAUT was also preparing for meetings with representatives of Constitutional Affairs Minister Joe Clark, the Canada Council and the Canadian Museums Association. The purpose of these meetings is to discuss the effects of constitutional reform on the academic and artistic communities.

For more information on these or other CAUT lobbying initiatives, contact Robert Léger or Tim Stutt (CAUT Government Relations Officers) by telephoning (613) 237-6885.

Le Reform Party révèle son jeu

Par Tim Stutt
agent des relations avec les
gouvernements, ACPU

Le mois de septembre a été dramatique pour le gouvernement Mulroney. La tension montait au Cabinet tandis que les ministres s'efforçaient de respecter l'échéance qu'ils s'étaient imposé pour livrer les propositions constitutionnelles du fédéral. Au cœur des débats constitutionnels, le gouvernement faisait également face à des grèves dans la fonction publique déclenchées par l'Alliance de la fonction publique et les postiers.

Au milieu de ce tumulte politique, l'ACPU a réussi à obtenir des renseignements précieux sur trois rapports d'étude intéressant les chercheurs et les éducateurs. L'association a en outre pu connaître le point de vue sur l'enseignement postsecondaire du «Reform Party», un nouveau joueur dans la partie de poker politique.

LE «REFORM PARTY» ET L'ÉDUCATION

Thomas Flanagan, directeur des politiques du «Reform Party», a répondu par écrit à la président de l'ACPU, qui lui avait demandé son avis. Il a déclaré que le parti ne disposait pas présentement d'une politique explicite et exhaustive sur l'enseignement supérieur. Il a souligné, toutefois, quelques conséquences de la philosophie du parti sur l'enseignement postsecondaire. «Nous accordons une

grande importance au perfectionnement des talents et des compétences des gens et nous reconnaissons le rôle du gouvernement fédéral à ce chapitre. Nous ne considérerions pas l'enseignement supérieur et la recherche comme des préoccupations purement provinciales. Notre opinion n'est pas arrêtée quant à la nature du rôle que le fédéral prendrait. Cependant, de par notre philosophie, nous serions enclins à préconiser des moyens non bureaucratiques et orientés vers le marché qui augmenteraient au maximum la liberté de choisir des étudiants.» (Traduction)

M. Flanagan a ajouté qu'il ne pouvait préciser pour l'instant ce que son parti préconiserait comme niveau de financement du gouvernement fédéral. «Bien que nous reconnaissons l'importance de l'enseignement supérieur, nous estimons que la plus grande priorité est une politique fiscale saine pour le Canada. On ne peut maintenir à long terme des services sociaux, y compris la recherche et l'éducation, si le gouvernement dépense au point d'être aculé à la faillite.» (Traduction)

Commentant la déclaration du chef du parti, Preston Manning, selon laquelle un gouvernement réformiste réduirait toutes les dépenses fédérales de 10 à 15 p. 100, M. Flanagan a répliqué qu'il faudrait interpréter toutes les dépenses comme celles s'appliquant

aux ministères plutôt qu'aux programmes. Il a conclu en disant que ces chiffres étaient plus explicatifs que définitifs.

BIEN APPRENDRE, BIEN VIVRE

Comme nous l'avions mentionné dans le dernier numéro du *Bulletin*, le gouvernement fédéral a l'intention de rendre public cet automne un document de travail qui donnerait le coup d'envoi des consultations sur des normes nationales en éducation. L'ACPU a obtenu un exemplaire de l'ébauche du document intitulé *Bien apprendre, bien vivre* et a trouvé digne d'intérêt plusieurs de ses propositions.

Le gouvernement soutient, dans le document, qu'un programme national de priorités et d'objectifs de formation est nécessaire même s'il constitue une intrusion dans les compétences provinciales. On poursuit en affirmant que ce défi devrait transcender la politique partisane et les susceptibilités des provinces. Les enjeux ne sont rien de moins que la prospérité continue du Canada et le bien-être individuel de ses citoyens.

Le document propose des objectifs à atteindre d'ici l'an 2000 notamment la réduction de moitié de l'analphabétisme chez les adultes, l'obtention par 90 p. 100 des Canadiens de plus de 25 ans d'un diplôme d'études secondaires, l'augmentation du nombre de diplômés postsecondaires pour qu'il

atteigne le double et une représentation à part entière des femmes en mathématiques, en sciences et en technologie.

LES NOUVELLES TECHNIQUES DE REPRODUCTION

La Commission royale sur les nouvelles techniques de reproduction a rendu public le 9 septembre un résumé des questions soulevées par plus de 550 témoins pendant les audiences publiques de l'année dernière. Le document de 44 pages s'intitule: *Les audiences publiques: témoignages et opinions*.

«L'un des messages les plus clairs que les commissaires ont reçus est que les responsables de la mise au point des techniques aient que les usagers ont négligé d'en étudier pleinement les implications», a déclaré le Dr Patricia Baird, présidente de la Commission. «La plupart de ceux et celles qui sont venus témoigner devant la Commission s'entendent pour reconnaître les risques et les avantages énormes que présentent les nouvelles techniques de reproduction.»

«Certains groupes ont soulevé des problèmes spécifiques», a précisé le Dr Baird. «Les groupes représentant le point de vue des femmes se demandent si les techniques en question ont une incidence positive ou négative sur l'autonomie et l'égalité des femmes dans notre société. Les personnes

et les couples infertiles désireux d'avoir un enfant ont parlé de l'espoir que leur apportent les nouvelles techniques, tandis que les conseillers auprès de ces personnes ont souligné les répercussions de l'infertilité sur la vie quotidienne des personnes en question. De leur côté, les groupes religieux se sont interrogés sur l'intrusion de la technologie dans le domaine de la reproduction. Par ailleurs, les groupes représentant les personnes handicapées ont dit craindre que le diagnostic prénatal ne marginalise leurs membres encore davantage, tandis que les personnes qui risquent de transmettre des maladies génétiques à leurs enfants ont évoqué le nouvel espoir que le diagnostic prénatal fait naître en elles.»

La Commission royale acceptera les opinions des groupes et des particuliers qui lui seront transmises d'ici le 30 avril 1992 sur les conséquences sociales,

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Correction

Pamela Smith advised that a Memorandum of Understanding had been signed with respect to the Network of Centres concerning Family Violence and Violence against Women, not "Centres of Excellence on Violence..." as reported in the last issue. We apologize for any concerns this error may have raised.

Council reaches policy consensus

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the prime minister, minister of labour, treasury board president and minister of defence.

GOVERNANCE

A good deal of Council's time at the September meeting was spent in small group discussions with members of the Independent Study Group on University Governance. The group focused its discussions on Boards of Governors and their role in university governance. For further details, please see Robert Moore's article elsewhere in this edition of the *Bulletin*.

CAUT FINANCES

The report of the CAUT Treasurer David Balzarini, on the financial statements for the year ending June 30, 1991, was the subject of considerable concern for Council delegates.

The treasurer reported that the pre-audited results show CAUT to be in an accumulated deficit position at the end of the fiscal year. He noted several reasons for the difficulties, one of which was the effect of the GST on CAUT's operations, which could amount to

as much as \$40,000 to \$50,000 in increased costs over normal operating expenses.

CAUT STAFFING

CAUT Council received and approved the third in a series of plans for staffing the CAUT office. Although the staff complement will remain unchanged at 25 members, an Associate Executive Director position has been created along with a new management post of Director — Office and Systems Administration and a professional officer post responsible for CAUT publications and media relations. The positions of Director — Administrative Services and Director — Information Services have been eliminated.

Council also approved the recommendation of the Executive that Gordon Piché, former Director — Administrative Services, be appointed as the new Associate Executive Director. It is expected that the other two newly created positions will also be filled by existing CAUT staff.

Le Reform Party révèle son jeu

suite de la page 9

éthiques, juridiques et économiques des nouvelles techniques de reproduction et ce qu'elles entraînent au point de vue de la santé et de la recherche. On peut obtenir des renseignements supplémentaires ou des exemplaires du document *Les audiences publiques: témoignages et opinions* en communiquant avec la commission, sans frais, en composant le 1-800-668-9781.

EXAMEN DU PROGRAMME DE PRÊTS AUX ÉTUDIANTS

L'ACPU a reçu un rapport de l'étude que mène le cabinet d'experts-conseils Bennecon Limited de Toronto sur le Programme canadien de prêts aux étudiants. Le rapport contient 13 recommandations visant à rendre l'attribution de l'aide financière plus équitable et plus efficace, à limiter au minimum les possibilités d'abus et à permettre au gouvernement de mieux contrôler ses dépenses prévues par la loi.

L'étude préconise le maintien de l'aide financière fédérale aux étudiants qui ne pourraient autrement se permettre de poursuivre des études postsecondaires. On y recommande également que le gouvernement fédéral remanie l'ensemble du programme pour corriger des problèmes importants dans la conception et la gestion ainsi que pour en simplifier l'administration et combler les lacunes.

L'une des modifications proposées consiste à réduire ou à éliminer le paiement des intérêts sur les prêts. On veut ainsi décourager les étudiants à obtenir des prêts dont ils n'ont pas besoin, à éviter d'aider des étudiants qui pourraient rembourser les prêts et les intérêts après leurs études et à réduire le nombre de critères de vérification des demandes. Voici d'autres modifications proposées:

- offrir davantage d'encouragements aux banques pour qu'elles administrent les prêts aux étudiants du Canada et les recouvrent;

- créer un mode de remboursement fondé sur le revenu après les études qui accorderait une remise de dette aux diplômés ne gagnant

pas suffisamment pour maintenir un niveau de vie moyen et rembourser toutes leurs dettes d'études dans un délai déterminé à l'avance;

- intégrer les sommes dues au système de perception d'impôt sur le revenu du gouvernement fédéral lorsqu'il prend en charge la dette non remboursée des étudiants à la banque;

- maintenir le plafond des dettes et des intérêts accumulés pour éviter aux diplômés d'être écrasés par des dettes trop élevées;

- mettre en oeuvre des ententes administratives permettant que les dettes d'études non remboursées paraissent dans le dossier de crédit des étudiants qui ont manqué à leurs engagements lorsqu'ils ne sont pas protégés par la remise de dette du gouvernement.

AFFAIRES À VENIR NÉCESSITANT UN LOBBYING

Au moment de la rédaction de la présente chronique, soit la mi-septembre, l'ACPU est en train de préparer un certain nombre d'initiatives de lobbying auprès du gouvernement pour les prochaines semaines.

L'Association met la dernière touche à un mémoire devant être soumis au Comité permanent des finances de la Chambre des communes. Le mémoire décrit les conséquences sur l'éducation et la recherche de l'*avant-projet de loi sur le contrôle des dépenses* annoncé dans le budget fédéral de février dernier.

L'ACPU est également en train d'organiser des rencontres avec des représentants du ministre des Affaires constitutionnelles, M. Joe Clark, du Conseil des arts du Canada et de l'Association des musées canadiens. Ces rencontres ont pour but de discuter des effets de la réforme constitutionnelle sur les collectivités universitaires et artistiques.

Pour obtenir des renseignements supplémentaires sur ces initiatives et sur d'autres activités de lobbying de l'ACPU, communiquer avec Robert Léger ou Tim Stutt, agents des relations avec les gouvernements, en composant le (613) 237-6885.

CAUT Policy on Federal/Provincial funding of universities

Whereas there is a legitimate national interest in education, as there is in the provision of health and social services, and

Whereas post-secondary education and research are a shared responsibility of the federal government and the provinces,

Be it resolved

1. That the CAUT Council recommends that in any future constitutional arrangements post-secondary education and research remain a shared responsibility of the federal government and the provinces through continued transfer payments to the provinces and through the funding by the federal government of programs which it sponsors,

that the federal government retain a significant role in the funding of student aid, university research and the financial support of the infrastructure of universities and colleges including maintaining national standards through equalization arrangements,

that, in so far as any of these federal programs generate funds for the Province of Quebec, these funds should be subject to the negotiations between Quebec and the rest of Canada,

and that the principle of shared funding between the federal government and the provinces be enshrined in the constitution by a constitutional amendment which recognizes post-secondary education as a shared federal-provincial responsibility, subject to such particular constitutional provisions as may be negotiated to take account of the extraordinary cultural responsibilities of any province or of the aboriginal nations.

2. That the CAUT Council recommends the following as possible vehicles for federal funding:

(i) Reformed fiscal transfer program

The preferred method of implementing the federal role in post-secondary education is through a revision of the current financing arrangements as proposed by the governing Council of CAUT in 1984, i.e. in its proposed Post-secondary Education Financing Act, and endorsed by all the provincial associations within CAUT:

- that the federal government restore the funding which it has cut from the transfer program in respect of post-secondary education and, as an incentive for provincial governments to enhance the funding of post-secondary education, the funding formula be changed to provide supplemental federal funding to provinces which maintain or increase their share of the total funding for post-secondary education;

- that the federal cash contributions to the provinces in respect of the cost of post-secondary education services shall be used solely for post-secondary education and that accountability mechanisms be in place to ensure that these funds are spent by the provinces as designated;

- that there be created a Standing Committee of the House of Commons on Research and the Financing of Post-secondary Education which, inter alia, would oversee these arrangements;

- that there be a tripartite, independent advisory council created by the federal and provincial governments, and the post-secondary education community to advise both levels of government on matters affecting post-secondary education;

- in the event that the provincial and

federal governments cannot agree on a tripartite council, that there be established a post-secondary education advisory council which shall provide informed advice to the Minister in relation to matters affecting post-secondary education.

(ii) Cost-sharing arrangements

In the event that the federal government and the provinces cannot agree on a reformed fiscal transfer program, the CAUT recommends that Ottawa and the provinces revert to the cost-sharing arrangements that existed before the creation of EPF in 1977 and which provided special funding arrangements for provinces which would otherwise have been the losers in such arrangements.

(iii) Federally-financed programs

The federal government should finance the following programs:

- (a) to substantially improve the funding of student assistance programs including part-time and full-time, undergraduate and graduate, native and non-native students and to devise a coherent foreign student program as recommended by the CAUT governing Council and Executive;

- (b) to increase the funding of university research programs as recommended in the Lortie Report and in the CAUT resolution on science policy of July 1990;

- (c) to substantially increase the financial support given by NSERC and SSHRC for small universities;

- (d) to create and fund a program for the support of academic libraries of post-secondary educational institutions;

- (e) to fund educational equity programs;

- (f) to fund distance and continuing education programs;

- (g) to fund capital and maintenance programs.

There should be an escalator clause for all the above programs once created tied directly to the cost of living or the GNP or based on a more complex formula unless an escalator is already built in as in the Lortie Report.

(iv) New federal programs

If the federal government institutes new programs in post-secondary education and research, it should pay the full costs of the program.

(v) Federal institutions

There are a number of federal institutions and organizations which are vital to the academic community because they provide essential services or because they are an integral part of the scholarly and research work of the university community.

CAUT recommends that under any future constitutional arrangements, structures and institutions such as Statistics Canada, the National Library, the Canadian Institute for Scientific and Technical Information (CISTI), the National Archives, and the national museums and cultural institutions be maintained and developed.

CAUT recommends that Federal government departments and agencies such as Agriculture, Fisheries, CIDA, Health and the Environment retain the right under any future constitutional arrangements to undertake research and to contract this research where appropriate to universities and colleges. CAUT believes that federal laboratories and research institutes and programs should be encouraged to have working links with post-secondary education.

Approved by Council September 1991

Le Conseil obtient un consensus sur la politique en matière de financement des universités

suite de la page 1

LA GRÈVE DE L'ALLIANCE DE LA FONCTION PUBLIQUE

Outre la politique sur le financement des universités qui a suscité un débat important, le Conseil a adopté une motion condamnant le comportement du gouvernement qui a déclenché la grève des membres de l'Alliance de la fonction publique. Nous faisons remarquer que le taux d'inflation du Canada oscille entre 5 et 6 p. 100 et qu'un gel des salaires du secteur public impose un fardeau financier aux fonctionnaires équivalant à une hausse d'impôt reliée au taux d'inflation. La motion demande au gouvernement fédéral de retourner à la table de négociation avec ses employés et de confier à ses négociateurs le mandat de négocier de bonne foi toutes les questions non résolues.

La motion a été envoyée à l'Alliance de la fonction publique, au premier ministre, au ministre du Travail, au président du Conseil du Trésor et au ministre de la Défense nationale.

LA DIRECTION DES UNIVERSITÉS

Les délégués du Conseil ont consacré une bonne partie de leur temps à discuter en petits groupes avec des membres du Groupe d'étude indépendant sur la direction des universités. Le Groupe d'étude a concentré les discussions sur les conseils d'administration et le rôle qu'ils jouent dans la direction des universités. Pour en savoir davantage sur le sujet, lire l'article de Robert Moore dans le présent numéro.

LES FINANCES DE L'ACPU

Le rapport du trésorier de l'ACPU, David Balzarini, sur les états financiers de l'exercice clos le 30 juin 1991, a suscité de vives inquiétudes chez les délégués du Conseil.

Le trésorier a fait savoir que les résultats précédant la vérification montrent que l'ACPU se retrouve avec un déficit accumulé à la fin de l'exercice. Il a donné plusieurs raisons pour expliquer cette situation, notamment les répercussions de la TPS sur les activités de l'ACPU qui entraînent une hausse des coûts de 40 000 \$ à 50 000 \$ sur les dépenses normales de fonctionnement.

LA DOTATION DE L'ACPU

Le Conseil a reçu et approuvé le troisième projet d'une série de plans de dotation du secrétariat de l'ACPU. Bien que les effectifs demeureront au nombre de 25, un poste de directeur général associé a été créé de même qu'un poste de directeur ou directrice de l'administration du bureau et des régimes de travail. On a également créé un poste de professionnel responsable des publications de l'ACPU et des relations avec les médias. Les deux postes à la direction des services administratifs et des services d'information ont été abolis.

Le Conseil a en outre approuvé la recommandation du Comité de direction de nommer Gordon Piché, ancien directeur des services administratifs, au nouveau poste de directeur général associé. Il est prévu que les deux autres nouveaux postes soient pourvus par des employés de l'ACPU.

La Politique de l'ACPU sur le financement fédéral-provincial des universités

Attendu qu'il existe un intérêt national légitime à l'endroit de l'éducation, comme c'est le cas pour les soins de santé et les services sociaux; et

Attendu que l'enseignement postsecondaire et la recherche sont une responsabilité partagée par le gouvernement fédéral et les provinces;

Il est résolu :

1. Que le Conseil de l'ACPU recommande que, dans toute disposition constitutionnelle ultérieure, l'enseignement postsecondaire et la recherche demeurent la responsabilité partagée du gouvernement fédéral et des provinces grâce à des paiements de transfert continus du gouvernement fédéral aux provinces et à un financement, par le gouvernement fédéral, des programmes qu'il parraine.

Que le gouvernement fédéral continue de jouer un rôle important dans le financement de l'aide aux étudiants et de la recherche universitaire, ainsi que dans l'appui financier de l'infrastructure universitaire et collégiale, notamment en maintenant les normes nationales par le biais d'accords de péréquation.

Que, dans la mesure où tous ces programmes prévoient des fonds pour la province de Québec, ces fonds fassent l'objet de négociations entre le Québec et le reste du Canada.

Qu'une modification constitutionnelle fasse état du principe de financement partagé entre le gouvernement fédéral et les provinces, principe qui reconnaît l'enseignement postsecondaire comme une responsabilité partagée du fédéral et des provinces, sous réserve de dispositions constitutionnelles qui pourraient être négociées pour tenir compte des responsabilités culturelles extraordinaires d'une province ou des nations autochtones.

2. Que le Conseil de l'ACPU recommande les modes suivants de financement fédéral:

(i) Réforme du programme de transfert fiscal

La méthode privilégiée pour réaliser la contribution du fédéral dans l'enseignement postsecondaire et la recherche consiste à réviser les accords fiscaux actuels comme l'a proposé le Conseil de l'ACPU en 1984 dans son projet de loi sur le financement de l'enseignement postsecondaire et approuvé par toutes les associations provinciales de l'ACPU:

— que le gouvernement fédéral restitue les sommes retranchées au programme de transfert à la suite des compressions imposées au titre de l'enseignement postsecondaire et, afin d'inciter les gouvernements provinciaux à accroître le financement postsecondaire, qu'il modifie le mode de financement. Ainsi, les provinces qui maintiennent leur part des crédits totaux affectés à l'enseignement postsecondaire ou qui l'augmentent auraient droit à des fonds supplémentaires du gouvernement fédéral;

— que les paiements en espèces du fédéral aux provinces quant au coût des services de l'enseignement postsecondaire ne servent qu'à l'enseignement postsecondaire et que des mécanismes soient mis en place obligeant les provinces à rendre compte des fonds dépensés et réservés à ce secteur;

— que soit créé un Comité permanent de la Chambre des communes sur la recherche et le financement de l'enseignement postsecondaire qui surveillerait notamment lesdits accords;

— que l'on mette sur pied un conseil consultatif tripartite indépendant, créé conjointement par le gouvernement fédéral, les provinces et la communauté de l'enseignement postsecondaire, qui pourrait conseiller les deux paliers de gouvernement sur les questions touchant l'enseignement postsecondaire;

— que l'on mette sur pied un conseil consultatif sur l'enseignement postsecondaire qui fournirait au Ministre des conseils éclairés sur les questions touchant l'enseignement postsecondaire si les gouvernements fédéral et

provinciaux ne s'entendent pas sur la création d'un conseil tripartite.

(ii) Ententes de partage des coûts

Si le gouvernement fédéral et les provinces ne peuvent s'entendre sur une formule modifiée de FPE, l'ACPU recommande que les parties en reviennent aux ententes de partage des coûts en vigueur avant la création du FPE en 1977, ententes qui prévoyaient des dispositions particulières de financement pour les provinces de Terre-Neuve, l'Île-du-Prince-Édouard et le Nouveau-Brunswick, lesquelles auraient autrement été de grandes perdantes.

(iii) Programmes financés par le gouvernement fédéral

Le gouvernement fédéral devrait financer les programmes ayant les objectifs suivants:

(a) Améliorer considérablement le financement des programmes d'aide aux étudiants, visant notamment les étudiants à temps partiel et à temps plein, les étudiants de premier, de deuxième et de troisième cycles, les étudiants autochtones et non autochtones, et élaborer un programme cohérent visant les étudiants étrangers, tel que recommandé par le Conseil et le Comité de direction de l'ACPU.

(b) Accroître le financement des programmes de recherche universitaire, tel que recommandé dans le rapport Lortie et dans la résolution de l'ACPU (juillet 1990) sur les politiques en matière de sciences.

(c) Intégrer et augmenter sensiblement l'appui financier actuellement accordé par le Conseil de recherches en sciences naturelles et en génie et le Conseil de recherches en sciences humaines à l'intention des petites universités.

(d) Créer et financer un programme soutenant les bibliothèques universitaires dans les établissements d'enseignement postsecondaire.

(e) Financer les programmes d'accès égal à l'éducation.

(f) Financer les programmes d'éducation à distance et d'éducation permanente.

(g) Financer les fonds spéciaux d'immobilisation et d'entretien.

Une fois créés, tous les programmes susmentionnés devraient être dotés d'une clause d'indexation liée directement au coût de la vie ou au Produit national brut, ou encore basée sur une formule plus complexe, à moins qu'une telle indexation ne soit déjà prévue comme dans le rapport Lortie.

(iv) Nouveaux programmes fédéraux

Si le gouvernement fédéral crée de nouveaux programmes dans le domaine de l'enseignement postsecondaire, il devrait assumer la totalité de leurs coûts.

(v) Institutions fédérales

Il existe un certain nombre d'institutions et d'organismes fédéraux qui jouent un rôle capital pour la collectivité universitaire en raison des services essentiels qu'ils fournissent ou parce qu'ils font partie intégrante des travaux de création et de recherche de la collectivité universitaire.

L'ACPU recommande que, en vertu de futures modifications constitutionnelles, les structures et les institutions tels Statistique Canada, la Bibliothèque nationale, l'Institut canadien de l'information scientifique et technique, les Archives nationales ainsi que les musées nationaux et les institutions culturelles soient maintenus et mis en valeur.

Dans le cadre de futures ententes constitutionnelles, les ministères fédéraux, notamment le ministère de l'Agriculture, celui des Pêches, l'ACDI, le ministère de la Santé, celui de l'Environnement, devraient conserver le droit d'entreprendre des recherches et de confier les contrats de ces recherches le cas échéant aux universités et aux collèges. L'ACPU estime qu'il faudrait inciter les laboratoires fédéraux ainsi que les instituts et les programmes de recherches à collaborer avec le milieu de l'enseignement postsecondaire.

Approuvée par le Conseil en septembre 1991

Stewart Reid Fellowship Award

The Awards Committee of the J.H. Stewart Reid Memorial Fellowship is pleased to announce its selection for 1991-92. The recipient of the award is Benoit Dubuc, a PhD student in Electrical Engineering at McGill University.

Mr. Dubuc obtained a Bachelor of Science in Mathematics and Computer Science at the University of Montréal in 1982, and a Masters of Engineering in Electrical Engineering from McGill University in 1988. He is also a graduate of the International Space University in Strasbourg, France. He has received several awards during the course of his education, including a NSERC Postgraduate Scholarship and the Governor General's Gold Medal.

Mr. Dubuc is in the fourth year of his doctoral studies at McGill and his project involves modelling low-level computer vision with the aim of building a computer model of biological vision. After completion of his program of studies, he intends to pursue post-doctoral research within a multidisciplinary team and to specialize in the modelling of learning processes.



Stewart Reid Fellowship Award winner Benoit Dubuc, a PhD student at McGill University.

The J.H. Stewart Reid Memorial Fellowship was established by CAUT through voluntary contributions by faculty associations and individual faculty members across the country to honour the memory of the first executive secretary of the association. This year's members of the selection committee were Ron Berov (Alberta), Krystyna Siedlechowicz (Toronto) and Rosalind Riseborough (CAUT). The \$5,000 fellowship is available to Canadian citizens or permanent residents of Canada who are working toward a doctoral degree at a Canadian university.

Making Knowledge Count: Advocacy and Social Science

Edited by Peter Harries-Jones
McGill-Queen's University Press, 1991. (250 pp.)

This essay collection is a timely and refreshing contribution to the Canadian literature on the usefulness of social science research. "Timely" because, with the formal release this fall of the Smith Report on Canadian University Education, we can expect a renewed debate on whether or not the process of knowledge production and dissemination within the academy facilitates its application in the "real" world. "Refreshing" because it starkly contrasts with the many reports of the past decade, generated by government ministries and by organizations like the Science Council of Canada and the Corporate-University Forum, which strongly advocate that the primary measuring rod of the university's usefulness to society ought to be the advancement of technological innovation and private sector economic growth.

It is not that the writers of these essays are disinterested in economic development and its associated paraphernalia. Some of them are very interested in economic growth but their angle of vision is different from what has become commonplace in government reports and even university academic plans and programme proposals. Don Dippro, for example, is very interested in enhancing students' learning of skills and knowledge to have practical relevance in the "real world" of work and career. However, he is deeply critical of the assumption that university curricula should be designed to reconstruct a student's self-identity and commitments according to a list of job characteristics that have been abstracted and distilled in the interest of managing the work force.

Other writers share Dippro's view that human development is a broader project than aiding the growth of the GNP and harnessing workers to achieve this end. Ronnie Leah describes how the struggle of women to secure publicly-funded day-care services has enabled individual women to gain greater personal confidence and it has opened space for women within the labour movement to work alongside men for improvements in their work situations. Stan Marshall demonstrates the value of an academically sophisticated literature which sees labour issues and work organization from the point of view of workers, rather than managers. Peter Landstreet et al. and Tim Rees and Carol Tator are concerned about improving the quality of life of peoples under politically repressive regimes and racially disadvantageous social conditions.

But this book is not merely a sampling of various social issues for which particular lines of social science research have relevance. It also provides critical reflection on the role of advocates and advocacy. From Howard Adelman's analysis of the relationships between policy maker's and advocate groups in securing government action on refugees; to Meta Spenser's searching inquiry into why sociologists have avoided researching the big global questions of our time such as peace, famine, and displacement; to Harries-Jones editorial interventions on the tension between objectivity and advocacy and the challenge posed by advocacy to traditional scientific methodologies — there is much to engage with here. This is not a regurgitation of old hat debates about involvement versus neutrality.

John Cleveland's analysis of the woman's movement in Toronto shows us how an intellectual position is reflected in the strategy choices of advocate groups and Graeme Morgan advances the case for viewing advocacy as a form of social science. Most of the writers openly struggle with being disciplined intellectuals and caring citizens and we benefit from their careful, often insightful, though not always unambiguous reflections.

Not all social research is carried out within universities, nor by academically trained social scientists. In fact, Stewart Crysdale's essay reminds us that much of our knowledge about the social world is built on the backs of "ordinary people" who generously share their insights and reflections, and are less encumbered in displaying their passion. However, the *imprimatur* of the university is very powerful in establishing which knowledge or perspective will carry the day. Most of the authors acknowledge that the university and knowledge created in the academy are critical tools, or obstacles as the case may be, to the work of advocacy.

Only one writer specifically focuses on the crucial question of the relationship between the university and its surrounding (and funding) society. Elsie Heyworth is both critical and hopeful about her own attempt to pry open the doors of one university to its neighbouring community. Rather than as the offerer of its "service to" the community, she wants the university to become engaged in a two way partnership in which the community is equally recognized as a "knower" and "teacher". In many ways, this represents the most radical idea in the entire collection. Indeed, it is suitable that Harries-Jones dedicated the volume in memory of this gentle, intelligent woman who spent much of her professional career advocating one of the major premises of this book: that knowledge can only be made to count when it "takes place in a broad atmosphere of social connectedness."

(Review by Janice Newson, Assoc. Prof. of Sociology, York University)

The Bridge Built Halfway: A History of Memorial University College, 1925 - 1950

by Malcolm MacLeod
McGill-Queen's University Press.

This is the history of the university college which was founded in St. John's, the capital of an independent dominion, in 1925. MacLeod traces the history of that institution until it was granted university status and became part of the general stream of Canadian universities.

In addition to the research of documents and archives, interwoven in the narrative of this story is quotation from a major oral history project. This makes the tale that is told personal and vivid. It dramatically illustrates the personal pressures and views of those individuals who played their part in the generation of a post-secondary institution which came to play an important part in the development of Newfoundland and the real growth of its people.

Common to the origin of many post-secondary institutions are links with organized religion. Interestingly, in the case of Memorial University College, the founding of the institution was achieved with the cooperation of the major denominations at the time but the cooperation was to the end of establishing a junior college which was non-denominational. This was in contrast to the school education which was, and still is, controlled by religious boards.

A key element in the effort to establish the college was the financial assistance of the Carnegie Corporation which provided most of the annual budget initially, and came to the financial rescue of the college when Newfoundland went bankrupt. Even in that funding the cooperation of universities in eastern Canada, was important.

A thread that runs throughout the book is the functional linkages between the college and Canadian institutions. Although the first president of the college was an English import, and although the college was run in a way that echoed the rites, rituals and paternalism of an English school, the curriculum, educational ideas, and connections were with Canada. Students who went on to further education went predominantly to Canadian universities and mainly to those in the Maritimes.

MacLeod examines a number of the structural and functional features of the college: how many students and faculty there were, what people were paid, how long they worked, what research was done. This examination goes on to point out the differences between then and now. Not the least in all this is the policy that developed regarding women members of faculty. If they married they were expected to give up their position. Nevertheless, in the period of this history 39% of the staff were women. It should be noted, however, that they were paid less than their male colleagues and a quotation from one of the women who endured this unfairness states "...and nobody thought anything of it."

As in so many histories of the establishment of educational institutions the conviction that education, and the more the better, was a good thing is constant. When so many question the value, as distinct from the utility, of education it is rewarding to have before us the enthusiasm and enlightenment of the students, teachers and policy makers of a time when money was short and opportunity very limited. The views of the educational policy makers, as reflected in these pages, had in addition a pragmatic air. They argued that a post-secondary institution was needed for the full development of the nation.

This is an interesting book, with a story worth telling and worth reading.

(Review by John Evans, Memorial University)

The Man in the Ivory Tower: F. Cyril James of McGill

by Stanley Brice Frost
McGill-Queen's University Press, 1991

Frank Cyril James served as Principal of McGill University from the start of the Second World War to the beginning of Quebec's Quiet Revolution. Dr. Frost, James' literary executor, has written a sympathetic biography that focuses not so much on the history of McGill during James' administration as on his role as a "protagonist of higher learning" at home and throughout the world during those years.

The book traces the many favourable twists of circumstance that advanced James' early career and eventually led him to McGill. It describes his wartime activities (chairing the federal government's committee on postwar reconstruction; planning for the education of returning servicemen), and details his close involvement with such bodies as the National Conference of Canadian Universities, the Association of Universities of the British Commonwealth and the International Association of Universities.

Readers interested in the history of higher education in Canada will take special note of the sections dealing with James' successful efforts during the 1950's to obtain federal funding for Canadian universities, and with the conflicts that resulted between universities in Quebec and the government of Premier Maurice Duplessis. Frost quotes extensively from James' diaries, unfinished memoirs and other papers throughout the book, allowing us to glimpse both the high aspirations and the frequent self-doubts of a dedicated, complex personality.

(Review by Marc Richard, McGill University Libraries)

The Rhodes' Scholar Spy

by Richard Hall
Random House, Australia, 1991.

Richard Hall has written several books about the Australian intelligence service similar to those of John Sawatsky in Canada — sceptical about the Cold Warriors but also about the left-wing view that all spy allegations were McCarthyite fantasies.

This book is a popular account of the life of Ian Milner, a New Zealander who was a Rhodes Scholar in the mid-thirties. A lecturer in political science at Melbourne University between 1940 and 1944, and a senior staff member of Australian external affairs at the UN from 1944 to 1950, he then went to Czechoslovakia where he became a lecturer in English at Charles University. He tried to return to New Zealand in 1967 but the security service prevented him taking up visiting posts at Auckland or Canterbury. He did eventually become a visiting professor of literature at Otago in 1970.

It is Hall's view that Milner was a true believer in Russian-style communism from his student days in New Zealand (perhaps in reaction to his vigorously imperialist father) and that the Petrov Commission in Australia in 1954 was correct when it said that he passed on secret documents to the Russians when he worked for external affairs. The proof, he says, comes from decrypted messages from the Russian embassy in Canberra and from Milner's privileged position in Prague.

Milner has always denied the spy charges. Hall briefly notes that Milner supported the Prague Spring but tells us nothing significant about the consequences of this nor of his academic career since 1970 except to say that he has visited New Zealand regularly.

(Review by Donald Savage, Executive Director CAUT)

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CLASSIFIED ADVERTISEMENTS

CAUT/ACPU BULLETIN

Advertisements which state a deadline date for submission of applications that is before the 30th of the month of publication cannot be accepted.

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, color, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using gender specific language will not be accepted except when the language has been mandated by human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

Ne peuvent être acceptées les annonces qui mentionnent une date limite pour la réception des demandes avant le 30 du mois de publication.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui limitent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attachés politiques. L'ACPU s'attend à ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Les annonces utilisant un langage sexiste ne sont pas acceptées à moins que la loi sur les droits de la personne ne le permette. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du Bulletin une déclaration expliquant ces raisons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of \$200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT Bulletin may be asked to provide information of a confidential nature.

Beaucoup d'universités canadiennes se sont jointes au programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 \$ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. À cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le Bulletin de l'ACPU de fournir des renseignements à caractère confidentiel.

As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th St. N.W., Washington, DC 20005; Tel: 202-737-5900.

Le Bulletin accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th St. N.W., Washington, DC 20005; tél: (202) 737-5900.

ACCOUNTING

THE UNIVERSITY OF ALBERTA Applications are invited for full-time positions in the accounting ranks. PhD or equivalent required, or candidate should be at the completion stage of degree. Salary and rank depend on qualifications; salaries are competitive. Candidates should have a strong commitment to excellence in research and teaching. Competition closes February 15, 1992. Send resume to: James O. Newton, Chair, Department of Accounting and MIS, Faculty of Business, University of Alberta, Edmonton, Alberta Canada, T6G 2R6. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

ACCOUNTING & FINANCE

THE UNIVERSITY OF AUCKLAND, NEW ZEALAND Associate-Professorship, Senior Lectureship, Lectureship, Department of Commerce & Finance, School of Accounting & Finance, Department of Accounting & Finance is one of the largest in the University with an establishment of 37 academic positions. Teaching and research span all areas of financial and management accounting and finance. Courses are offered at undergraduate and graduate levels and within the Graduate School of Business. The University is seeking to make the following three appointments: Associate Professor, who are able to contribute vigorously to the expanding teaching and research programmes of the Department. Applications should be sent to: UAC-75 Associate-Professor, Vacancy UAC-75 Senior Lecturer, Vacancy UAC-75 Lecturer. Applications for all three positions should have a higher degree together with relevant research experience in teaching and research with appropriate professional experience. Commencing salary will be equivalent to the range: \$NZ\$27,440 - \$49,088 Lecturer; \$NZ\$26,000 - \$36,944 Senior Lecturer; \$NZ\$29,840 - \$75,920 Associate Professor. Conditions of Appointment and Method of Application are available from the Assistant Registrar, Academic Appointments, University of Auckland, Private Bag, Auckland, to whom applications should be forwarded by 31 October 1991. Please quote the relevant Vacancy Number in all correspondence. The University of Auckland - An Equal Employment Opportunity Employer.

ADMINISTRATIVE STUDIES

YORK UNIVERSITY Faculty of Administrative Studies. Applications are invited for a tenure track position at the assistant professor level starting July 1992. Rank and salary will be commensurate with qualifications and experience. Scholarship of high quality, excellence in teaching and an orientation toward the application of economics to management decision making and public policy are desired. Applicants should have a PhD, or expect to complete the degree by the Summer of 1992. Macroeconomics is the preferred specialization but candidates interested in the international aspects of other fields of specialization will be considered. Teaching will chiefly be at the MBA and BBA levels with some opportunity to participate in PhD-level supervision in economics and international business. The successful candidate will also have an opportunity to participate in the recently introduced International MBA program. Applications, including curriculum vitae and national and international references, should be sent to: Prof. Bernard M. Wolf, Area Coordinator in Economics, Faculty of Administrative Studies, York University, North York, Ontario, Canada M3J 1P3. Telephone: (416) 736-5058; Fax: (416) 736-5687. Applications will be received until the position is filled. This position is subject to budget approval. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY Faculty of Administrative Studies. Applications are invited for faculty positions, commencing July 1, 1992, and July 1, 1993, to be available in the following areas: Accounting (Financial preferred), Business Ethics, Business Policy, Economics, Entrepreneurial Studies, Finance, International Business, Management Information Systems, Management Science, Marketing, Organizational Behaviour/Industrial Relations, Production Management, and Public Management. Rank may vary according to area; salaries are negotiable.

Successful candidates will be expected to be active in research and teaching in the PhD, Masters' and Undergraduate programs. Contractually limited positions will also be available. The positions are subject to budget approval. Applications, including curriculum vitae and references, should be sent to: Dr. J. Horvath, Dean, Faculty of Administrative Studies, York University, North York, Ontario, Canada M3J 1P3. Applications will be received until the positions are filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity, including affirmative action for women faculty.

ANATOMY

UNIVERSITY OF ALBERTA Research Associate The Department of Anatomy and Cell Biology at the University of Alberta requires a Research Associate to begin work in December, 1991 in the area of molecular neurobiology. The successful applicant will have obtained a PhD within the last three years, and have a strong background in molecular biology, with an emphasis on neuroanatomy and neuroanatomical techniques. In addition, the applicant should have significant experience in molecular biological techniques, including electron microscopic analysis, and immunocytochemistry. Salary \$26,000 per annum. Funds are available for a small amount of research. The position is subject to annual confirmation of funding. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be sent to: Dr. R.A. Murphy, Anatomical Sciences, S-14 Medical Sciences Building, University of Alberta, Edmonton, AB T6G 2G7. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women.

ANIMAL SCIENCE

THE UNIVERSITY OF BRITISH COLUMBIA, VANCOUVER Department of Animal Science, Faculty of Agricultural Sciences. Applications and nominations are invited for the position of Head of the Department of Animal Science. The Department currently has a complement of 13 full-time faculty members, 13 adjunct professors and 13 part-time lecturers. The staff, there are approximately 100 undergraduate majors and 50 graduate students. The Department offers undergraduate programs leading to the B.Sc. (Agr.) and B.Sc. (Animal Science) degrees. The Department is currently planning to expand its delivery of programs leading to the B.Sc. in Agricultural Sciences and in Animal Science. The Department has established basic and applied research in the areas of animal nutrition, physiology, genetics, embryology, behaviour and management of livestock, poultry, fish, and wildlife. The Head will provide academic and administrative leadership to the Department. In particular, the Head will be expected to lead academic planning directed at focusing and rationalizing resources, enhancing research in programs, delivery, teaching, and providing linkages with other academic departments. The Head will also be responsible for thinking effective working relationships with relevant off-campus research, professional and industry groups and individuals. The appointment is for a five year term which may be renewed. The academic appointment is expected to be at the rank of Professor. The successful candidate will have a PhD or equivalent in Animal Science or a related area. He/she will have a commitment to excellence in teaching, a strong research record and demonstrated evidence of effective leadership and administrative ability. Salary is negotiable and dependent upon qualifications. The position is available commencing July 1, 1992, subject to final budget approval. Applications accompanied by a detailed curriculum vitae and the names of four references should be submitted by October 31, 1991 to: Dr. J.R. Richards, Chair, President's Advisory Committee re: Head of the Department of Animal Science, Dean's Office, Faculty of Agricultural Sciences, Room 243 - 2357 Main Mall, The University of British Columbia, Vancouver, B.C. V6T 1Z4. The University of British Columbia encourages qualified women and minority applicants. In accordance with Canadian immigration

requirements this advertisement is directed to Canadian citizens and permanent residents.

ARCHAEOLOGY

THE UNIVERSITY OF AUCKLAND, NEW ZEALAND Lectureship in Archaeology, Department of Anthropology (Limited-term Appointment - 3 Years) (Vacancy UAC84). This new position is for three years but with a possibility of extension. Applicants should have a PhD or equivalent qualification and have teaching and research skills relevant to a university situation. It is intended to appoint an archaeologist to principal research and development of a teaching and research programme of field and laboratory analysis in New Zealand and/or the tropical Pacific. Applicants should be competent in the quantitative analysis of archaeological data, landscape and distributional studies, palaeoecological analyses, GIS and related approaches. Applicants should also have an interest in current theoretical developments in archaeology. Freshing up undergraduate and graduate levels will be required. Commencing salary will be established within the range \$NZ\$27,440 - \$49,088 per annum. Conditions of Appointment and Method of Application are available from the Assistant Registrar, Academic Appointments, University of Auckland, Private Bag, Auckland, to whom applications should be forwarded by 18 November 1991. Please quote Vacancy Number UAC84 in all correspondence. The University of Auckland - An Equal Employment Opportunity Employer.

ART HISTORY

THE UNIVERSITY OF AUCKLAND, NEW ZEALAND A Lectureship in Art History, Department of Art History (Vacancy UAC 69). The Department of Art History is seeking a Lecturer and Masters level in Art and Fine Arts students, and at Doctoral level to be a small number of students. Applicants should have appropriate academic qualifications (preferably a doctorate), a PhD in Art History, and preferably experience in teaching in a university environment. The appointee will participate in the general undergraduate programme in European and American Art at Slings and in addition, will provide specialized teaching at Slings III and Masters level. Candidates should state their areas of special competence in Art History. A knowledge of recent theory of the arts and a demonstrated research interest. Commencing salary will be established within the range \$NZ\$27,440 - \$49,088 per annum. Conditions of Appointment and Method of Application are available from the Assistant Registrar, Academic Appointments, University of Auckland, Private Bag, Auckland, to whom applications should be forwarded by 18 November 1991. Please quote Vacancy Number UAC 69 in all correspondence. The University of Auckland - An Equal Employment Opportunity Employer.

BIOCHEMISTRY

THE UNIVERSITY OF MANITOBA, Faculty of Medicine. Applications are invited for a research associate position in the laboratory of Dr. Leigh C. Murphy. This laboratory studies mechanisms of resistance of human breast cancer to endocrine therapies. Candidates should have a PhD in Biological Sciences with documented experience in molecular biology and endocrinology. Candidates should have demonstrated a good publication record, including first author papers. The University encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The University offers a smoke-free environment, save of specially designated areas. This advertisement is directed to Canadian citizens and permanent residents of Canada. Please forward your curriculum vitae and three letters of recommendation to: Dr. L.C. Murphy, Department of Biochemistry and Molecular Biology, University of Manitoba, 770 Bannatyne Avenue, Winnipeg, MB, R3E 0W3. Closing date for receipt of applications is Friday, November 1, 1991.

BIOLOGICAL SCIENCES

SIMON FRASER UNIVERSITY Department of Biological Sciences, Visiting Assistant Professor, Ecology. A one-year limited-term position is available in the general area of animal evolutionary ecology. The successful candidate will be expected to teach Introduction to Ecology (2nd year) and

Animal Ecology (3rd year) and to conduct research in evolutionary or behavioural ecology. The position is available from January 1, 1992 and applicants should submit curriculum vitae and three letters of reference sent by November 1, 1991 to: Dr. B.A. McKelvey, Chair, Dept. of Biological Sciences, Simon Fraser University, Burnaby, B.C. Canada, V5A 1S6. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. This advertisement is directed to applicants who at the time of application are eligible for employment in Canada.

SIMON FRASER UNIVERSITY Department of Biological Sciences, Forest Entomology-Chemical Ecology, Neurophysiology. Applications are sought for a tenure track, Assistant Professor position, commencing 1 January, 1992. The successful applicant will be expected to develop an independent research program integrating the disciplines of forest entomology, chemical ecology and neurophysiology. He/she will be part of an interdisciplinary team that is engaged in elucidating the chemistry, biology and practical application of forest insect semiochemicals. We seek a person with postdoctoral experience, a strong record of research in forest entomology, a sound background in forest entomology, chemical ecology and neurophysiology, familiarity with analytical chemistry, and ability to teach entomology, ecology and pest management. Applicants should submit curriculum vitae and three letters of recommendation to: Dr. B.A. McKelvey, Chair, Dept. of Biological Sciences, Simon Fraser University, Burnaby, B.C. Canada, V5A 1S6. The deadline date for applications is November 1, 1991. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. This advertisement is directed to applicants who at the time of application are eligible for employment in Canada.

THE UNIVERSITY OF AUCKLAND, NEW ZEALAND Lectureship/Senior School of Biological Sciences, Department of Cellular & Molecular Biology (Vacancy UAC 54). The University of Auckland seeks a person with interests in eukaryotic molecular genetics to initiate a research programme and contribute to teaching in molecular genetics in the Department of Cellular & Molecular Biology. The appointee has 75 staff. Facilities include an automated DNA sequencer, oligonucleotide synthesizer, access to a gas-phase protein sequencer, and a computer system with a database. Applicants should have a PhD in Molecular Biology and some years of post-doctoral experience in a major research institution. Preference will be given to an appointee able to initiate a strong research programme in human molecular genetics and to interact strongly with staff in the Medical School and with ONA Diagnostics Ltd., a University-based company involved in genetic testing. For either a medically qualified or non-medically qualified appointee, there is the possibility of a joint appointment in the Department of Paediatrics section of Clinical Genetics, School of Medicine. The successful applicant will contribute to the School of Biological Sciences undergraduate and graduate teaching programme in molecular genetics and will supervise and carry out research. Opportunities also exist for interaction with major Australian research centres. Commencing salary will be established within the range: Lecturer: \$NZ\$27,440 - \$49,088 per annum; Senior Lecturer (Medical): \$NZ\$26,000 - \$36,944 per annum. Conditions of Appointment and Method of Application are available from the Assistant Registrar, Academic Appointments, University of Auckland, Private Bag, Auckland, Fax 64-9 799 317, to whom applications should be forwarded by 15 November 1991. Please quote Vacancy Number UAC 54 in all correspondence. The University of Auckland - An Equal Employment Opportunity Employer.

BIOLOGY

CONCORDIA UNIVERSITY The Department of Biology of Concordia University is seeking applications to fill a full-time tenure track position at the assistant-professor level in the area of terrestrial vertebrate Behavioural Ecology. Responsibilities include teaching and an active and externally funded research programme, supervision of graduate students as well as teaching in the area

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Address/Adresse

City/Ville

Province

Code

Canadian immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents of Canada. The University encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

UNIVERSITY OF WATERLOO. The Department of Electrical & Computer Engineering at the University of Waterloo is seeking candidates for a tenure track faculty position in the semiconductor device and integrated circuits area. The level of the appointment and salary will be commensurate with the qualifications of the candidate. The candidate must have a doctoral degree and a strong commitment to research and teaching. It is the intention of the University of Waterloo to fill this vacancy with recent graduates, appointed as Assistant Professors wherever possible. Candidates should send their resumes to: Dr. R.H. MacPhail, Chair, Faculty Search Committee, Department of Electrical & Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

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UNIVERSITY OF WATERLOO. The Department of Systems Design Engineering at the University of Waterloo is seeking applicants for tenure track positions, preferably at the rank of Assistant Professor, to begin employment during 1991-1992. The department is interdisciplinary with a diverse range of teaching and research activities which include: systems, societal and environmental systems, systems modelling, simulation, and intelligent systems. The applicants should have a Ph.D. in Engineering and research interests in one or more of the following fields: 1) Engineering Systems Theory with emphasis in one or more of the following areas: control systems, intelligent systems, modelling and simulation, or systems analysis and design; 2) Societal and Environmental Systems with emphasis in one or more of the following areas: systems analysis and design, or systems analysis and design; 3) Environmental Systems Engineering with emphasis in one or more of the following areas: energy and resource systems modelling and analysis, risk and reliability analysis, environmental impact and policy development, experience in engineering applications and design is highly desirable. The successful applicant will be expected to teach basic courses in the engineering sciences and mathematics as well as other level graduate courses in areas of expertise. Applications with complete curriculum vitae and the names of three referees should be sent to Professor M. Choudhury, Chairman, Department of Systems Design Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

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ÉCOLE POLYTECHNIQUE. L'Institut de génie énergétique de l'École Polytechnique est à la recherche de candidats pour combler un poste de professeur(e) adjoint(e) en génie nucléaire. Les candidats à ce poste doivent détenir un doctorat (Ph.D.) en génie nucléaire. La personne choisie devra participer à l'enseignement

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RESEARCH ASSOCIATE Department of Pathology

The Department of Pathology of the University of British Columbia seeks a Research Associate for a position in the area of research involving whole animal and cell culture studies of the effects of asbestos and cigarette smoke. This position requires a Ph.D. with a knowledge of tissue culture methods and experience with morphologic techniques, experience in electron microscopy would be an advantage. This position will be located in the Department of Laboratory Medicine, University Hospital, UBC. The salary is commensurate with experience.

In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. UBC encourages qualified women and minority applicants.

Deadline for submission of applications will be November 30, 1991 with a starting date of December 1, 1991. Reply with curriculum vitae and the names of two references to:



Dr. Andrew Churg
Department of Pathology
University of British Columbia
2211 Westbrook Mall
Vancouver, B.C. Canada
V6T 2B5 (604) 228-7775

Dean, Atkinson College

Applications and nominations are invited for the position of Dean of Atkinson College

Atkinson College is the evening Faculty of York University which offers courses part-time leading to the Bachelor of Arts, Bachelor of Administrative Studies, Bachelor of Science, and Bachelor of Social Work degrees. The College operates on the course credit system, offering courses in the summer as well as in the evening. It has a full-time complement of 143 faculty, approximately 14,000 summer session course registrations, and 17,000 fall/winter registrations. The College has 20 departments/programmes.

Candidates for Dean should have appropriate academic qualifications, administrative experience in university or comparable situations, and strong leadership ability. The appointment is for five years, beginning July 1, 1992.

Applications and nominations should be submitted by October 31, 1991, to:

The Secretary,
Search Committee for the Dean of Atkinson College,
S949 Ross Building,
York University,
North York (Toronto), Ontario, Canada M3J 1P3

York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The University of Manitoba COORDINATOR HIGHER EDUCATION DEVELOPMENT UNIT UNIVERSITY OF BOTSWANA

The University of Botswana in co-operation with the University of Manitoba (UB-M) bilateral project are inviting applications from suitably qualified Canadian citizens and landed immigrants for the senior academic position of Coordinator of the Higher Education Development Unit at the University of Botswana. Commencing July 1, 1992, the appointment will be for an initial period of two years and may be renewed. Salary will be commensurate with experience and qualifications. Travel to and from Botswana, subsidized medical insurance, housing assistance, and other allowances and benefits are available.

The successful applicant will be prepared to teach a wide range of subjects in the curriculum of the Department of Education, and will be expected to promote the development of academic, senior administrative and library staff in the Institutions of higher education in Botswana.

Applicants will have a completed Ph.D. in Education, at least five years of University level teaching and administrative experience, and currently hold a position as Associate Professor or senior Lecturer at a University or comparable institution. A strong research and publications record in higher education, staff development or associated fields is required.

Applications are encouraged from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities.

Applications, including a current curriculum vitae and the names of three referees, should be forwarded, not later than December 2, 1991, to: DR. RICHARD A. LOBBELL, OFFICE OF RESEARCH ADMINISTRATION, UNIVERSITY OF MANITOBA, WINNIPEG, MANITOBA, R3T 2N2; (204) 474-8418.

VICE-PRESIDENT (RESEARCH AND INTERNATIONAL COOPERATION)

The University of New Brunswick invites applications and nominations for the position of Vice-President (Research and International Cooperation).

The Vice-President (Research and International Cooperation) is a new position created to enhance the research stature and international presence of UNB. The successful candidate will be responsible for encouraging research among members in all faculties on both campuses and for fostering an environment favourable to this research. To this end, the Vice-President will also be responsible for external relations relative to research and outreach programs and for building contacts with industry, government, and community agencies so as to increase the opportunity for faculty members in all disciplines to perform both fundamental and applied research of the highest quality. Applicants should have a strong record of research and publication and university administrative experience, especially in the area of research contracts and grants.

The appointment will be open from July 1, 1992, for an initial term of five years. Applications and nominations, including a c.v. and brief statement of qualifications and achievements, should be submitted by December 2, 1991, to:

R.L. Armstrong, President
University of New Brunswick
P.O. Box 4600
Fredericton, New Brunswick
E3B 5A3

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF NEW BRUNSWICK IS COMMITTED TO THE PRINCIPLE OF EMPLOYMENT EQUITY

UNIVERSITY OF NEW BRUNSWICK

ETHICS

THE WESTMINSTER INSTITUTE FOR ETHICS AND HUMAN VALUES is seeking to hire a clinical ethicist to work with local hospitals affiliated with the Institute. Responsibilities will include participating in rounds, organizing and conducting educational sessions, consulting, serving on committees, and

FILM STUDIES

QUEEN'S UNIVERSITY: The Department of Film Studies is seeking a suitable (firm) appointment at the assistant professor rank, effective July 1, 1992. The successful candidate will receive a salary of \$37,950. Candidates should have graduate training in film history, theory and criticism and demonstrate substantial knowledge of film studies. There is an exceptional promise in some of the following areas: women and film, third world cinema, film and television, and cultural theory. University teaching experience would be a strong asset. A letter of application with curriculum vitae, references and salary history should be sent to Peter J. Bixie, Head, Department of Film Studies, Queen's University, Kingston, Ontario K7L 3N6, in accordance with Canadian immigration requirements. This advertisement is directed to women and persons of colour. The incumbent at Queen's University has an employment equity programme and encourages applications from all qualified candidates, including women, aboriginal peoples,

FINANCE

CONCORDIA UNIVERSITY, Montreal, Quebec, Canada. The Department of Finance at Concordia University is seeking qualified applicants for its full-time faculty positions at all ranks starting June 1, 1992. All areas of finance will be considered. For appointment as an Assistant Professor, preference will be given to candidates with a Ph.D. degree in Finance and indicates strong orientation to academic research. Candidates for higher ranks must provide evidence of excellent teaching and research record. Successful candidates will be responsible for teaching courses at the Undergraduate, MBA, M.Sc. and Ph.D. levels. Teaching in the Executive MBA Program is also encouraged. Salaries are competitive and commensurate with research record and experience. Applications are also invited for limited-

MBAs and relevant work experience is expected. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and persons with disabilities. All applicants, including women candidates shall be given equal consideration. Please contact Dr. A. Javilland, Chair, Department of Finance, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec H3G 1M6 Canada; (514) 846-2790 or 848-2769.

Département de français de l'Université
Wilfrid Laurier sollicite des candidatures
au poste de professeur(e) adjoint(e) en
langue française, sous réserve
d'autorisation budgétaire. Entree en
fonctions: le 1er juillet 1992.
Spécialisations: le(s) recherché(s):
littérature du 18e siècle et (de seconde
importance) didactique du français langue
seconde. Qualifications: doctoral dans la

(es) specialisations) recherche(s) d'une excellente maîtrise des langues et des lettres, une expérience en matière d'immigration, cette offre s'adresse aux citoyens canadiens et aux résidents permanents. Willifrid Lacroix, directeur de la recherche et du recrutement, a obtenu son diplôme de l'université de la Sorbonne. Clôture du concours: le 15 février 1992. Envoyer un curriculum vitae, la photo et le nom et l'adresse de deux personnes recommandées à: **DEPARTMENT OF FRENCH LANGUAGE AND LITERATURE, WILLIFRID LACROIX, UNIVERSITY, WATERLOO, ONTARIO N2L 3G5.**

BROCK UNIVERSITY Appointement d'un professeur de langue française, position à temps plein, à temps partiel ou à temps limité. French elective July 1992.

Candidates should have Ph.D. or the equivalent degree in French and have a minimum of 5 years' experience to demonstrate native or near native fluency in both English and French, and be committed to excellence in teaching and research. Duties might include the coordination of language laboratory activities and first year language courses. Successful candidates will be offered the position of Assistant or Associate, as appropriate, to qualifications. The Department especially welcomes applications in this area.

physicists, he ability to teach in English, and, possibly, in both French and English, are an asset. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a policy of non-discrimination in employment. All qualified candidates, regardless of gender, are encouraged to apply. In faculty, qualified women candidates are especially encouraged to apply. Smoking at Brock University is strictly controlled. Candidates should submit a curriculum vitae with their application. Letters of interest and inquiries should be sent to Professor C. Fedoruk, Chair, Department of French, Italian and Spanish, Brock University, St. Catharines, Ontario, L2S 3A1. The deadline for applications is October 31, 1991.

GEOGRAPHY
UNIVERSITÉ DE MONTREAL. Le
Département de géographie de la
Faculté des arts et des sciences de
l'Université de Montréal cherche une
personne ou un professeur géographe-
géométicien. Fonctions: enseigner,
diriger des étudiants de 2e et 3e cycles;
développer le laboratoire et mener des
recherches originales d'importance

UNIVERSITY OF SCARBOROUGH CAMPUS
Geography. Applications are invited to teach a tenure stream position in physical geography at the Assistant Professor level. The successful candidate will be expected to complete a Ph.D. by July 1992. Ph.D. in Geography or a related field and a minimum of two years' postgraduate research experience are essential. Near completion required. Applicants must be able to teach an introductory level course in physical geography and have research interests in climatology and/or other areas of physical geography. The successful candidate will teach undergraduate and graduate courses and develop independent research programmes and will participate in interdisciplinary teaching and research. Applications should be sent to the Department of Geography, including curriculum vitae and the names of three referees should be submitted to: Dr. J. A. Stewart, Department of Geography, Scarborough Division of Social Sciences, University of Scarborough, 1265 Mimsey Trail, Scarborough, Ontario M1V 5V8. Applications must be accompanied by a Canadian immigration requirement form. Priority will be given to Canadian citizens and permanent residents of Canada. The University of Scarborough encourages bicultural women and men to apply for positions.

THE UNIVERSITY OF BRITISH COLUMBIA, Geophysics. Applications are invited for a tenure track assistant professor position in geophysics beginning July 1, 1992. A Ph.D. is required. Preference will be given to applicants with backgrounds in sedimentary geophysics, seismic tomography, seismology, and marine geophysics but exceptional candidates in other areas will be considered. We are seeking a well-rounded, outstanding scientist who will contribute to the department's strengths in crustal geophysics, geodynamics, sedimentary geophysics, data analysis, and glaciology. The appointee will be expected to teach undergraduate and graduate courses, develop a strong research program, and

be commensurate with experience. The position is subject to final budgetary approval, in accordance with Canadian immigration policy, this advertisement is directed to Canadian citizens and permanent residents. UBC encourages qualified women and minority applicants. Applications including a resume, statement of research interests, and the names of three referees should be sent to: D. R.M. Ellis, Head, Department of

programmes in German Area Studies, Literary Studies and Comparative Literature. The successful candidates will be asked to teach 19th-century German literature at both the undergraduate and graduate levels and core courses in the literature and literary studies programme. Salary is dependent upon qualifications, the minimum salary to Assistants in 1993 is \$29,000. Appointment is full-time, subject to final budgetary approval, will be effective July 1, 1993. Applications will be accepted until November 15, 1992. For more information on Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents. There are opportunities to qualify male and female applicants. Applications, including curriculum vitae and letters sent by the referees, should be sent to: Dr. George Thomas, Chair, Department of Modern Languages, The University of Western Ontario, 601 Windermere Drive, London, Ontario, Canada N6A 3K2.

THE UNIVERSITY OF CALGARY
Department of History
Applications for the position of Associate
Lecturer in Canadian History, full Professor (tenure track)
Western Canadian History, effective 1
1. 1992. The successful candidate will
be expected to teach at the undergraduate
and graduate levels, supervise
graduate students, and teach programs
and participate in the governance of the
Department/ Faculty. Qualifications
include a PhD in History and many
publications. Salary commensurate with
qualifications and experience.
Candidates with Canadian Immigration
requirements, priority will be given to
Canadian citizens and permanent
residents of Canada. The University
of Calgary has an Employment Equity
Policy.

from all qualities candidates, including women, aboriginal people, visible minorities, and people with disabilities. The University has a Dual Care Assistance Program for spouses. Please send applications, with curriculum vitae and three letters of recommendation, by December 15, 1991 to Dr. Holger Herwig, Head, Department of History, The University of Calgary, 2500 University

TZN 1N4.
QUEEN'S UNIVERSITY, Department of History. Latin American History. Position of the rank of assistant professor in Latin American history. Appointment is to begin July 1, 1985. Applicants with a Ph.D. are preferred. Queen's University has an employment programme and encourage applications from all qualified candidates including women, aboriginal people, people with disabilities, and visible minorities. The university will help the spouse of new appointees seek suitable employment. Applications should be accompanied by a curriculum vitae and each applicant should enclose at least three letters of reference signed by persons familiar with the applicant. Send applications to: The Chairman, Department of History, Queen's University, Kingston, Ontario, Canada, K7L 3N6. The closing date for completed applications is December 31, 1984.

THE UNIVERSITY OF BRITISH COLUMBIA, Department of Education, History of the University of British Columbia invites application for a junior assistant professor tenure I year appointment in nineteenth century British Columbia. The beginning of the year is 1990. Applications will be expected to participate in a broad range of teaching responsibilities in the programs of the Department. Ph.D. or solid education in the field is a complete requirement. The excellence of clear promise of excellence in teaching and research commensurate with experience are required. Two letters of recommendation are required for approval. Applicants should see that curriculum vitae and three letters (two referees reach Dr. W.P. Ward, Head of the Department of Education, University of British Columbia, 1297-1878 East Mall, Vancouver, B.C. V6T 1Z1, Canada).

29 November, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The CIBC is an equal opportunity employer and welcomes women and minority applicants.

CONCORDIA UNIVERSITY: The Department of History invites applications for a full-time position of Assistant Professor at the rank of Assistant Professor to be selected from the following five categories: 1. Modern France; 2. North American History; 3. Modern Europe; 4. American/Caribbean History; 5. Late Medieval History. 5. Modern European History. Ph.D. and teaching experience in the field are required. Salary will begin 1 August 1992. Current salary floor is \$36,740. Curriculum vitae and three letters of reference should be sent to: M. Deane, Chair, Department of History, Concordia University, 1455, Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M6. Closing date: 15 November 1991.

Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority.

BROCK UNIVERSITY. The Department of History Search is opened. The

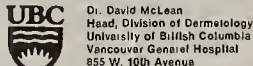
AMBULATORY CLINICIAN: Attention: Veterinary College, University of Prince Edward Island, Department of Health Management, invites applications for a clinical position in ambulatory medicine. This will be a 4-month position. Applicants must have a DVM degree and be licensed or eligible to be licensed to practice on P.E.I. The successful applicant will be involved in all aspects of the ambulatory service with an emphasis in dairy cattle production medicine.

Closing date is October 31, 1997.

Please submit a letter of intent, curriculum vitae and the names of three references to Dr. T.H. Oglivie, Department of Health Management, Atlantic Veterinary College, University of Prince Edward Island, 650 University Avenue, Charlottetown, P.E.I. Canada C1A 4P3. For further information call 902-568-0879.

The Hospital For Sick Children Research Institute, one of the largest and most active of its kind in the world, is seeking an outstanding young scientist with a Ph.D. to carry out research in developmental neurobiology as related to Sudden Infant Death Syndrome (SIDS). The appointee will be expected to collaborate closely with an established group studying SIDS and will also develop his/her own research programme. Expertise in neurotransmitter receptor localization, receptor gene expression, and receptor gene regulation is preferred. The position is for an initial three-year period, with the possibility of renewal for a further three years. Send curriculum vitae, a brief description of research interests, and the names of three references before December 31, 1991.

Please forward replies to: Dr. L. Becker, Division of Pathology
The Hospital For Sick Children, 555 University Avenue,
Toronto, Ontario, Canada M5G 1X8.



UBC encourages qualified women and minority applicants

The Division of Dermatology seeks a biochemist as an Assistant or Associate Professor for a full-time grant tenure track faculty position. A major focus of the Division is basic and industrial membrane research directed towards the physical properties of the stratum corneum, and the ideal candidate would have interest and experience in the physical chemistry of artificial membranes, particularly intermembrane lipid exchange and membrane asymmetry. The successful candidate will have a Ph.D. and significant publication record in membranes and/or liposomes. The position begins July 1, 1992 or earlier. The salary is commensurate with experience.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Please submit a letter of application and a CV (by December 1, 1991) to:

UBC
Dr. David McLean
Head, Division of Dermatology
University of British Columbia
Vancouver General Hospital
855 W. 10th Avenue

UBC encourages qualified women and minority applicants

The University of Victoria invites applications and nominations for the position of Dean of the Faculty of Graduate Studies. The appointment is for a five-year term effective July 1, 1992.

The University of Victoria has Faculties of Graduate Studies, Arts and Science, Education, Engineering, Fine Arts, Human and Social Development, and Law. Thirty Departments and Schools offer Master's programs, eighteen offer Ph.D. programs. The University plans to develop its graduate programs substantially over the next decade. The Dean of Graduate Studies will be expected to provide leadership in this continuing development.

In accordance with Canadian Immigration regulations, priority will be given to Canadian citizens and permanent residents. Familiarity with Canadian graduate education is desirable. The University of Victoria is committed to an employment equity program and to increasing the involvement of women in the governance of the University. Nominations of and applications from women candidates are particularly encouraged.

Applications and nominations are to be sent by November 1, 1991, to:

Chair, Search Committee for Dean of Graduate Studies
c/o Office of Vice-President Academic and Provost
University of Victoria
PO Box 1700
Victoria, BC
V8W 2Y2

Applications should be accompanied by a full curriculum vitae and the names and addresses of three referees who can comment on the applicant's capacity to discharge the duties of the position.

Applications are invited for a full-time tenure track position at the Assistant Professor level commencing January 1 or July 1, 1992, with additional term positions depending upon the availability of funding. Applications are sought principally in the areas of computer architecture, software engineering, operating systems and databases, although outstanding candidates in other areas will be considered. Minimum qualifications are a Ph.D. in Computer Science. Salary will be dependent on qualifications and experience.

The Department currently has 23 full-time tenure track faculty members and a number of term appointments, and offers a full range of both undergraduate and graduate programmes, including cooperative programmes. We currently have 48 Master's and 15 Ph.D. students

The Department is a well-established one which has recently entered a new, expansionary phase. Six new faculty have been hired recently and we plan to add several new positions each year as funding permits. Both the undergraduate and graduate curricula are being extensively revised and extended. This is an excellent opportunity for good, young researchers and teachers to get in on the ground floor of an exciting department.

The Department provides good technical support for both teaching and research. Current and planned department facilities include a number of Unix-based RISC workstations, Microware VAXes, X-Window terminals, and many personal machines, all connected via Ethernet. The department has well equipped micro-computer and digital logic teaching labs. The university Computer Centre provides virtually unlimited access to mainframe, Unix based workstations, and other personal computing facilities, as well as electronic mail connections.

Winnipeg has a great deal to offer, both culturally and recreationally, with a number of professional and other ethnic arts groups, professional sports teams, and many opportunities nearby for all types of outdoor activities in all seasons. The Winnipeg housing market is one of the most favourable in Canada to the home buyer.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University has a smoke free work environment in accordance with Canadian immigration requirements, priority consideration will be given to Canadian citizens and permanent residents.

Applicants should send a curriculum vitae and the names of three referees by December 1, 1991 to: PETER R. KING, HEAD, DEPARTMENT OF COMPUTER SCIENCE, UNIVERSITY OF MANITOBA, WINNIPEG, MANITOBA, R3T 2N2; e-mail: prking@ca.umanitoba.ca; Telephone: (204) 474-8313; Fax: (204) 268-9178.

AMBULATORY CLINICIAN. Attention: Veterinary College, University of Prince Edward Island, Department of Health Management, invites applications for a clinical position in ambulatory medicine. This will be a 4-month position. Applicants must have a DVM degree and be licensed or eligible to be licensed to practice on P.E.I. The successful applicant will be involved in all aspects of the ambulatory service with an emphasis in dairy cattle production and medicine.

Please submit a letter of intent, curriculum vitae and the names of three references to Dr. T.H. Ogilvie, Department of Health Management, Atlantic Veterinary College, University of Prince Edward Island, 550 University Avenue, Charlottetown, P.E.I. Canada C1A 4P3. For further information call 902-566-0879.

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recipients of applications: January 31, 1992. The University of Windsor, Department of Sociology, invites applications for two tenure track positions, one at the Assistant Professor level and one at the Associate Professor level, both beginning July 1, 1992. Areas of specialization are Criminology or Work. Secondary research and teaching specialization in either area is expected. Successful candidates will be willing to teach introductory Sociology courses and to supervise graduate students and show clear promise of excellence in scholarship and teaching. Applications should be sent to the Chair of Sociology, University of Windsor, Windsor, Ontario N9B 3P4. FAX: 519-337-7928.

THE UNIVERSITY OF AUCKLAND, NEW ZEALAND. Section 100, Department of Sociology (Vacancy UAC-53). This is a new position in a new department. Student enrolments are large, and rising. In 1991, numbers in first, second and third year undergraduate papers exceeded 1200, and a large number of students. Thirty two students are working for Masters degrees, and 11 for Doctorates. The department is housed in a modern building with spectacular views

over Auckland Harbour and the Hauraki Gulf. It enjoys its own good computer and audio visual facilities. Ten permanent staff are in place, with an additional four nominal posts used to hire visiting researchers. Applicants should have an advanced academic qualification (PhD or equivalent) in Sociology, a highly relevant research background, a strong record of publications, and a significant record of teaching. Some teaching experience is desirable. Commencing salary will be established within the range \$32,740-\$40,000 per annum. Applications should be sent to the Chair of Sociology, University of Auckland, Private Bag, Auckland, to whom applications should be forwarded by 31 October 1991. Please quote Vacancy Number UAC-53 in all correspondence. The University of Auckland - An Equal Employment Opportunity Employer.

UNIVERSITY OF WATERLOO: Department of Sociology. Applications are invited for a tenure track faculty position at the Assistant Professor level. Ph.D. required. The Department will give special consideration to candidates in medical sociology, demography, religion, sociology of science, 3rd world and urban studies, but other areas will be considered. Salary is commensurate with qualifications and experience. Send your C.V. and names of three references to: Chair, Recruitment and Selection Committee, University of Waterloo, Waterloo, Ont. N2L 3G1. The availability of this position is subject to budgetary approval. It is the intention of the University of Waterloo to fill vacancies with persons of diverse backgrounds and experience wherever possible. In accordance with the University's policy, this advertisement is directed to Canadian citizens and permanent residents.

Effective date of appointment: July 1, 1992. Closing date for applications is January 31, 1992. The University of Waterloo encourages applications from qualified women and persons of visible minority, native peoples, and persons with disabilities.

MCGILL UNIVERSITY: Sociology. Applications are invited for a tenure track appointment, at the assistant professor level, in the area of Social Stratification (subject to budgetary approval). Candidates should have a Ph.D. and be able to teach at the undergraduate level. Advanced quantitative methods (log linear analysis, structural equation models, etc.) and qualitative field research methods (series and event history analysis, etc.) are required. The position is part-time (non-tenured) and non-competitive. Preference will be given to substantive specialization in the area of Social Stratification. Outstanding applicants with other specializations are invited to reply. In accordance with Canadian immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents of Canada. Interested persons should write to: Chair, Appointment Committee, Department of Sociology, McGill University, 855 Sherbrooke Street West, Montreal, Quebec H3A 2B4. Send your curriculum vitae and 2 or 3 papers, and should have 3 references with names and addresses of referees, to the Chair, Recruitment and Selection Committee, Department of Sociology, McGill University, 855 Sherbrooke Street West, Montreal, Quebec H3A 2B4. Your letter should be addressed to the Chair, Recruitment and Selection Committee, Department of Sociology, McGill University, 855 Sherbrooke Street West, Montreal, Quebec H3A 2B4. Applications should be received by January 31, 1992. The University of New Brunswick.

THE UNIVERSITY OF SASKATCHEWAN: Department of Sociology. Applications are invited for a tenure-track appointment at the rank of Assistant Professor commencing July 1992. The position is subject to budgetary approval. Salary and rank within the Assistant Professor level commensurate with qualifications. Candidates should hold a Ph.D. in Sociology/Criminology or a related discipline. The position is subject to the completion of that degree. When an appointment will most likely be made at the Assistant Professor level. Strong senior candidates are invited to apply. Candidates must have a specialty in Criminology with other areas of specialization open. The successful candidate will be expected to participate in both the undergraduate and graduate (M.A. and Ph.D.) programs of the Department. Applicants should submit a curriculum vitae and have three references sent by 20 December 1991 to: Dr. Alan Macdonald, Chair, Department of Sociology, University of New Brunswick, Fredericton, New Brunswick E3B 5A3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF WESTERN ONTARIO: Applications are invited for two tenure track positions in Sociology. One position is in the area of Sociology of Aging or Medical Sociology with a focus on aging. The other position is in the area of Social Gerontology or Change, possibly with an interest in Theory, Ph.D. and demonstrated excellence in teaching and research required. Applications may commence on July 1, 1992, but will not be considered until outstanding candidates are found. Letters of application, including a curriculum vitae and the names of three referees should be sent to Dr. Ingrid Morrison, Chair, Recruitment and Selection Committee, Department of Sociology, University of Western Ontario, London, Ontario N6A 3K2. Deadline for applications is October 1, 1991. Positions are subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Western Ontario is committed to employment equity and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

SIMON FRASER UNIVERSITY: The Department of Sociology/Anthropology invites applications from qualified sociologists for a position at the Assistant Professor level. Remuneration commensurate with qualifications. 1. Anthropology, Canadian Society. Specific areas of expertise might include: field research, policy, teaching, and research. 2. Demography. 3. Sociological Theory, which might include: interpretive theory, cultural studies or the analysis of national ideology. Core teaching ability in classical and contemporary theory, research, and writing. Curriculum vitae and names and addresses of three referees should be sent to the Chair of the Department of Sociology/Anthropology, Simon Fraser University, Burnaby, B.C. V5A 1S6, Canada. Deadline for applications is November 15, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of employment equity and offers equal employment opportunities to qualified applicants.

citizens and permanent residents of Canada. Interested applicants should forward a letter of application and updated curriculum vitae by October 31, 1991, to the position listed below. Search Committee for Head, Section of Surgery, B.C. Children's Hospital, 4480 Oak Street, Vancouver, B.C., Canada V6H 3V4.

SURVEYING SCIENCE

UNIVERSITY OF TORONTO: The Chair of Surveying Science, University of Toronto (Erdem Campus) invites applications from both men and women for two tenure stream positions at the rank of Assistant or (in the case of a highly qualified candidate) Associate Professor, beginning July 1, 1992. For each position, a Ph.D. or equivalent is required. Candidates are expected to teach courses at the undergraduate and graduate levels and to develop programs of externally funded research in one or more of the following fields: surveying methodology, geodesy, hydrography, mapping, geospatial information systems, photogrammetry and remote sensing. Successful candidates are expected to participate in the research and teaching of the Institute of Surveying and Land Information Management. In this capacity, demonstrated expertise in the use of computer-aided design and geographic information systems is a definite asset. Applications, including curriculum vitae, should be sent to the Chair, Surveying Science, University of Toronto, 2790, 1991 or until the position is filled. Candidates should provide a current curriculum vitae and names of at least three referees. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Toronto is committed to the principle of employment equity and offers equal employment opportunities to qualified applicants.

Department of Clinical Studies, University of Guelph, is soliciting applications for a faculty position in Large Animal Medicine and Surgery. The position is located in the Department of Clinical Studies, University of Guelph. Applicants must have a D.V.M. or equivalent degree and must be licensed or eligible for licensure in the province of Ontario. Applicants must be able to teach and supervise students. A minimum of three years post residency experience is required. The University of Guelph is an equal opportunity institution. Preference will be given to candidates with an advanced degree and a demonstrated record of research. Salary will be negotiable and commensurate with qualifications. The prime responsibilities of the position involve: 1. 21 weeks/year of clinical instruction in the Veterinary Teaching Hospital teaching large animal medicine of the undergraduate and graduate levels. 2. Supervision of the laboratory/lecture teaching of the undergraduate and graduate level including professional C.E. and extension, and 16 weeks/year to develop an independent research program. Current basic and clinical research interests of faculty involve respiratory medicine, nutrition, reproductive medicine, small animals and horses using both large species and animal models. 3. Teaching of the Institute of Veterinary Medicine, which includes neonatal intensive care. In addition to ultrasonographic and thoracic radiographic skills, the faculty must have access to a Salei terminal, nuclear medicine, and a computerized radiation therapy. Permanent post graduate training positions include 2 D.V.M. and 2 D.V.Sc. positions. The deadline for applications will be November 29, 1991 or until the position is filled. Candidates should provide a current curriculum vitae and names of at least three referees. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Guelph is committed to the principle of employment equity and offers equal employment opportunities to qualified applicants.

SPEECH LANGUAGE PATHOLOGY

MCGILL UNIVERSITY: Human Communication Disorders. Assistant Professor, Tenure Track, Ph.D. in Speech-Language Pathology or related field. Demonstrated research ability in the area of adult and/or child communication disorders. Research and/or clinical experience in the area of speech and language disorders. To apply, send curriculum vitae, names of three referees, and copies of publications to: Dr. Tanya Gallagher, Chair, Department of Human Communication Disorders, 1246, First Avenue West, Montreal, Quebec H3G 1A8.

SURGERY

BRITISH COLUMBIA CHILDREN'S HOSPITAL: Head, Section of Surgery (Surgeon-in-Chief). The British Columbia Children's Hospital and the University of British Columbia are seeking an outstanding academic surgeon to serve as the Head of the Section of Surgery at the B.C. Children's Hospital, 4480 Oak Street, Vancouver, B.C. The Children's Hospital, affiliated with the University of British Columbia, provides a full range of services for children of the province. While the primary emphasis is on the provision of clinical services, the section will also be responsible for the teaching and supervision of residents and fellows. The individual we seek will be responsible for all aspects of the organization of the section. The B.C. Children's Hospital, for teaching purposes, is a tertiary care center for surgical research activities within the hospital and the adjacent research center. The section will have a number of subspecialty departments. Applicants should have attained national and international recognition in their field of surgery and demonstrate a record of excellence in scholarship, clinical service and community responsibilities. This is a tenure track position. Salary will be commensurate with qualifications and experience. Anticipated start date is January 1, 1992. The University of British Columbia is an equal opportunity institution and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents.

THEATRE

THE UNIVERSITY OF BRITISH COLUMBIA: Department of Theatre and Film. The Acting/Directing division of the Department of Theatre and Film is seeking applications for two tenure-track appointments at the Assistant Professor level, beginning on September 1, 1992. The positions are subject to final budgetary approval. One position will be in Voice, and the other in Production. Candidates should have a Masters degree or equivalent; proven expertise as a teacher of voice and/or production; and a demonstrated record of research and/or creative work in the field. Successful candidates will be expected to teach and supervise students in the field of voice and/or production. Applications should be sent to the Chair, Department of Theatre and Film, University of British Columbia, Vancouver, B.C. V6T 1Z2. UBC is an equal opportunity institution and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents (landed immigrants) of Canada. Deadline for the receipt of applications: December 31, 1991.

URBAN STUDIES

THE UNIVERSITY OF AUCKLAND, NEW ZEALAND: Lectureship / Senior Researcher in Urban Studies. The Department of Property, School of Architecture, Planning and Urban Studies (VACANCY UAC-53) is seeking applications from suitably qualified and experienced candidates for appointment as Lecturer/Senior Lecturer in Property Investment. The Department of Property has an established staff of full-time and nine part-time staff. It is concerned with all aspects of urban property management and is located in a building which is teaching and research in the area of property investment at both the national and international level. Applicants should have relevant qualifications and experience in both teaching and research. The position has been cleared for advertising at the two tier level. Accordingly, applications are invited from individuals who are not currently in the public service of New Zealand, regardless of their immigration status in Canada. The University of Saskatchewan is committed to the principle of employment equity and offers equal employment opportunities to qualified applicants.

UNIVERSITY OF SASKATCHEWAN

SASKATCHEWAN, WESTERN COLLEGE OF VETERINARY MEDICINE: Department of Microbiology. Faculty Position in Microbiology. The Department of Microbiology, Western College of Veterinary Medicine, University of Saskatchewan, is seeking applications from individuals interested in developing an independent research program and collaborating with a dynamic and well-funded research group within the department. The position involves individual research in microbiology, particularly immunology and virology, and the development of new techniques for infectious disease diagnosis and the application of these techniques to the department's research programs and diagnostic laboratory. The ideal candidate will have a D.V.M., a Ph.D., and a demonstrated record of research excellence in the field of microbiology. The position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents (landed immigrants) of Canada. Deadline for the receipt of applications: December 31, 1991.

UNIVERSITY OF GUELPH, ONTARIO

VETERINARY COLLEGE: Teaching and Research in Biomedical Science. Applications are invited in developing a postgraduate (tenure track) Assistant Professorship. One appointee will take part in the development of the program approach to the teaching of gross anatomy to veterinary students and will have a role in the development of the program. Both appointees will also be expected to teach and supervise students. The position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents (landed immigrants) of Canada. The University of Guelph is committed to the principle of employment equity and offers equal employment opportunities to qualified applicants.

VETERINARY MEDICINE

UNIVERSITY OF GUELPH, ONTARIO VETERINARY COLLEGE: Position in Large Animal Medicine. The

UNIVERSITY OF WINDSOR

LEDDY LIBRARY READER SERVICE LIBRARIAN (SCIENCE AND INTER LIBRARY LOAN)

The Leddy Library, University of Windsor, requires a professional librarian to assume duties within the Reader Service Department, effective January 1992. The successful candidate will report to the Head of Reader Service and will be responsible for liaison with departments and faculty in the area of research, including collection development and specialized reference, additional duties will include the co-ordination of the library's inter-library loan service and the development of the library's academic bibliography, including eligibility for sabbatical and study leaves.

Applicants must have an M.L.S. degree (or equivalent qualification) from an accredited library school, a degree in a related field, or appropriate experience in a science library and 2-3 years library experience. Proficiency in English skills is essential. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This advertisement is not limited to employment in employment. Female candidates are especially encouraged to apply.

Consideration of applications will begin November 8, 1991. Please send curriculum vitae and the names of three referees to: Madge McGowan, University Librarian, University of Windsor, Windsor, Ontario, N9B 3P4.

The University of Manitoba Faculty of Management SMALL BUSINESS MANAGEMENT ENTREPRENEURSHIP

Applications are invited for an Assistant/Associate Professor position with a principal interest in Entrepreneurship and Small Business Management. The position is located within the Department of Marketing. The appointment is expected to commence July 1, 1992 or other mutually agreeable time.

The successful candidate is expected to play a lead role in furthering teaching, research and community oriented activities in this field. They will also serve as the Director of a recently established, privately funded Centre for Entrepreneurship. A Ph.D. degree in this field or closely related discipline is required along with a solid record of research and scholarship. An external orientation as well as the ability to relate well to business and government are essential components of the position.

The department has eight full-time faculty members and offers a major or pattern of studies in this area at the present time.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University offers a smoke free work environment, save for specially designated areas. In accordance with Canadian Immigration requirements priority consideration will be given to Canadian citizens and permanent residents.

Applications will be received until the position is filled and should be sent to: Dr. W.S. Good, Acting Head, Department of Marketing, University of Manitoba, Winnipeg, Manitoba R3T 2N2.

University of Regina

THE UNIVERSITY OF REGINA INVITES APPLICATIONS AND NOMINATIONS FOR THE POSITION OF DEAN OF THE FACULTY OF SCIENCE

The University of Regina is a vibrant centre of learning located in Saskatchewan's capital city, Regina, which supports an active lifestyle with easy access to major cultural and recreational resources. The University's nine faculties provide high quality education to approximately twelve thousand students. The excellent programs of our ever-expanding Faculty of Science provide important bridges to the international scientific community and to high technology research and development activities in both the public and the private sectors. Westbridge Computer Corporation leases a major university-owned building in our evolving industrial research park.

The Dean of Science will provide effective academic leadership and sound administration to a Faculty with 115 academic and support staff serving the educational needs of approximately 1150 undergraduate majors, 15 graduate students and substantial numbers of service enrolments. The Faculty's six academic departments: Biology, Chemistry, Computer Science, Geology, Mathematics and Statistics, and Physics, all support undergraduate and graduate programs to the Ph.D. level. Faculty members are actively involved in several key research centres and Institutes, and total research funding from NSERC and elsewhere has recently been expanding significantly.

The Dean will provide strong representation for the Faculty within the University and in the community at large. Candidates should have demonstrated administrative skills, an excellent record of teaching, practice and research in a relevant scientific discipline, and an understanding of the integral relationship between undergraduate education, research and graduate studies. The Dean is expected to be able and willing to work collaboratively with other faculties on campus, including the Faculty of Engineering, with members of relevant professional associations and with the Canadian science and technology community.

The appointment will commence on July 1, 1992, and will normally be for an initial term of five years. The University of Regina is thoroughly committed to employment equity. We welcome applications from all qualified individuals, including women, persons with disabilities, visible minorities, and women. In accordance with Canadian Immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents of Canada. Successful candidates will be expected to have a complete curriculum vitae and names of at least three references in confidence by October 31, 1991, to:

Dr. Brian L. Scarle
Vice-President (Academic)
University of Regina
Regina, Saskatchewan
S4S 0A2

University of Prince Edward Island School of Nursing

Applications are invited for two or more probationary (tenure track) positions and one or more sessional/Instructor positions at the new School of Nursing, University of Prince Edward Island. The school will offer a four year Bachelor of Science in Nursing program and is scheduled to register its first class of students in September, 1992.

The program is based on a conceptual model of care focused on wellness with students progressing from simple to more complex health care situations throughout the four years while learning to provide nursing care to individuals, families, and community groups. Supporting courses in the physical and social sciences and the humanities will be taken concurrently with the nursing courses.

The first year nursing courses will focus on philosophical foundations for nursing, introduction to the principles of primary health care, and the beginning level of practical knowledge and skills required in nursing. Courses which will commence in the second year include health assessment, nursing of well families in child bearing and child rearing, and nursing individuals in the acute care setting. Applicants will be expected to complete course development and begin teaching first year courses.

Preference will be given to suitable candidates with an earned doctorate degree. Applicants for tenure track positions must have a minimum of a Master's degree in nursing or in a related field, evidence of teaching skills, preparation and interest in nursing research, and be eligible for registration with the Association of Nurses of Prince Edward Island. Previous experience in teaching in a baccalaureate program will be an asset as will the ability to communicate in the two official languages. Applicants with a minimum of a baccalaureate degree in nursing who meet all other criteria may be considered for sessional positions.

Priority consideration will be given to Canadian citizens and permanent residents. Rank will be dependent on qualifications and experience. Salary will be commensurate with qualifications and experience. Forward a letter of application with curriculum vitae and have references sent by three referees to:

Dr. M.F. Munro
Director, Program Development for Nursing
University of Prince Edward Island
Charlottetown, P.E.I. C1A 4P3
CLOSING DATE: December 1, 1991.



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